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Canada. Veterans' Assistance Commission

REPORT

of

THE VETERANS' ASSISTANCE COMMISSION

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OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1937

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Report of the Commission, appointed under the terms of the Veterans' Assistance Commission Act, to carry out an investigation to ascertain the extent of unemployment among veterans in Canada, and into existing facilities for the care and maintenance of veterans while unemployed, and to report thereon with such suggestions and recommendations as may be deemed advisable.

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OTTAWA, December 1, 1937.

To: The Honourable CHARLES G. POWER, M.C., K.C.,
Minister of Pensions and National Health,
Ottawa, Canada.

By Edward VIII, Chap. 47, an Act to assist towards the Employment of former Members of the Forces (assented to 23rd June, 1936), His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacted as follows:

1. This Act may be cited as The Veterans' Assistance Commission Act, 1936.

2. In this Act and in any regulations made under the provisions of this Act,

(*a*) "Commission" means the Veterans' Assistance Commission;
(*b*) "Department" means the Department of Pensions and National Health;
(*c*) "Minister" means the Minister of the Department of Pensions and National Health.
(*d*) "Veteran" means any person who served in the naval, military or air forces of Canada, or in any other of His Majesty's Forces or in any of the Forces of His Majesty's Allies during the Great War.

3. (1) There shall be a Commission to be called the "Veterans' Assistance Commission," consisting of three Commissioners who shall be appointed by the Governor in Council, and shall hold office for one year; provided that the Governor in Council may, on the recommendation of the Minister, extend the tenure of office of the Commissioners for a period of six months.

(2) The Governor in Council may appoint one of the Commissioners to be Chairman of the Commission.

(3) The Commissioners may be paid such fees or compensation for their services as the Governor in Council may from time to time determine, as well as actual and reasonable travelling and living expenses necessarily incurred in connection with the business of the Commission.

4. The head office of the Commission shall be in the city of Ottawa.

5. The Commission shall be attached to the Department and the expenses required to be incurred for the discharge of its duties shall be paid, as the Minister may direct, out of the moneys provided by Parliament for the carrying out of the provisions of this Act.

6. The Commission shall,

(*a*) carry out as soon as possible an investigation to ascertain the extent of unemployment among veterans in Canada, and classify those who are unemployed according to physical and mental capacity or incapacity to undertake gainful employment in restricted and unrestricted occupations, and in any other categories, which, after the investigation, the Commission may consider applicable;
(*b*) investigate and report upon methods at present utilized for the purpose of providing employment for veterans, particularly handicapped and disabled veterans;

(*c*) investigate and report upon proposals leading to the development of further agencies and schemes to provide for a speedy absorption of as many veterans as possible into employment;

(*d*) investigate and report on the possibility of re-establishing in gainful occupations handicapped and disabled veterans who are incapable of being absorbed into industrial employment, by the development of small holdings, community centres, and by such other methods as may be deemed practicable;

(*e*) investigate into existing facilities for the care and maintenance of veterans while unemployed and report thereon with such suggestions or recommendations as may be deemed advisable;

(*f*) co-ordinate and co-operate with the National Employment Commission in efforts towards the registration, classification and employment of veterans.

7. The Commission, with the approval of the Minister, may appoint honorary local committees composed of persons resident in any locality willing—

(*a*) to assist the Commission in obtaining information relating to veterans which may be required for the classification of unemployed veterans;

(*b*) to investigate and report to the Commission upon measures and means in respect to the employment of veterans;

(*c*) to assist the Commission in enlisting the co-operation of employers' and employees' associations as well as of such other public and private agencies as may be in a position to provide employment for veterans;

(*d*) to aid the Commission in any other way in carrying out the provisions of this Act.

8. (1) The Commission shall from time to time recommend the manner or method of putting into effect any project or projects of helpful assistance, and, if approved by the Governor in Council, the Commission shall, under the direction of the Minister, supervise and carry out such projects.

(2) After the expiry of the term of office of the Commissioners, the powers granted by this Act to the Commission shall be vested in the Minister, who is hereby empowered to continue or to carry out any project or scheme commenced or recommended by the Commission.

9. (1) The Commission shall investigate and report to the Minister upon ways and means of co-operation between the Commission and

(*a*) any other commission or department of the Government,

(*b*) any provincial government or agency thereof,

(*c*) any veterans' association,

(*d*) any commercial, agricultural or industrial group or organization.

(2) The Commission shall, subject to the approval of the Minister, co-operate with any commission, department, government agency, association, group or organization referred to in subsection one of this section.

10. For the purposes of sections six and nine of this Act, the Commission shall have all the powers and authority conferred upon a Commissioner appointed under Part I of the Inquiries Act.

11. (1) The Governor in Council may from time to time make such orders and regulations as may be necessary to carry out the provisions of this Act.

(2) Any such order or regulation made by the Governor in Council, when published in the Canada Gazette, shall be of the same force and effect as if it had been enacted herein.

12. The Minister may from time to time require the Commission to submit a report on the progress of projects and other matters arising out of this Act, and the Commission shall, before the expiry of the term of office of the Commissioners, submit a final report to the Minister in such form and with such details as the Minister may direct, and the said final report shall be laid before the House of Commons forthwith after the making thereof if Parliament is then sitting, and if not, during the first fifteen days of the next ensuing session of Parliament.

Pursuant to the Act and by an Order in Council of 7th July, 1936, the following three members were appointed a Commission to carry out the provisions of the Act:

Colonel John Grant Rattray, C.M.G., D.S.O., Chairman,
Lt.-Col. Hugues Le Moyne de Martigny,
Brigadier-General Alexander Ross, K.C., C.M.G., D.S.O., V.D., A.D.C., members.

By an Order in Council of October 7th, General Ross having resigned because of ill-health, Mr. Robert Macnicol was appointed a commissioner.

By vote No. 422, supplementary estimates 1936-37, the sum of $500,000 was appropriated for the operation of the Veterans' Assistance Commission Act, 1936, and by vote No. 425, authority was given to His Excellency in Council to appoint such extra temporary officers, clerks and employees as might be necessary to carry out the purpose of the supplementary estimates.

By an Order in Council of 19th March, 1937, the Commission not having completed its work, the appointments of the Commissioners were continued to 6th July, 1937.

On March 31st, 1937, the Veterans' Assistance Commission had expended $99,572.75 of its vote of $500,000. By votes Nos. 358 and 360, of the Special Supplementary Estimates, the sum of $400,000 was re-voted for the work of the Commission, and by vote 457 the sum of $250,000 was voted to carry out a recommendation of the Commission, contained in its Interim Report, with respect to Probational Training.

By an Order in Council of 29th May, 1937, the appointments of the commissioners were further extended to 30th September, 1937.

Finally, by an Order in Council of 8th September, 1937, the Commission not having completed the work upon which it would base its report, the terms of the commissioners were extended to 6th January, 1938, or to the full eighteen months permissive under the Veterans' Assistance Commission Act.

BRIEF DESCRIPTION OF THE ACTIVITIES OF THE VETERANS' ASSISTANCE COMMISSION

The Veterans' Assistance Commission commenced its sittings immediately upon its appointment and has continued to sit to the date of submission of this Report. It is proposed to describe the activities arising therefrom briefly in chronological order.

The first step taken by the Commission was to draft a questionnaire to be filled in by unemployed veterans. As the filling in of this questionnaire was voluntary, and as only part of those received were expected to be completed under supervision, the Commission had to steer a middle course between securing complete information on a man and retaining simplicity of form.

The first of these questionnaires were sent to all the Branches of the Canadian Legion, the Army and Navy Veterans in Canada, the Canadian Corps, the Amputations Association and the Pensioners' Association, any other veterans' organizations making a request for them and to every Post Office, on September 1st, 1936. Many of these were returned almost immediately, but the bulk of them did not come in until the Commission had sat in the large centres of population. They continued to arrive until a dead-line was set on April 15th, 1937.

On December 1st, 1936, the Commission commenced the task of coding and classifying these questionnaires. This part of the work engaged the majority of its staff members for several months. Finally, on February 11th, 1937, a complete analysis of 31,709 questionnaires was made available to the Commission. After that date, further registrations brought the number to 34,312, and these have been classified in the same way.

The following Public Sittings were held by the Commission: Montreal; Quebec; Toronto; Hamilton; London; Windsor; Charlottetown; Sydney; Halifax; Saint John; Sherbrooke; Vancouver; Edmonton; Calgary; Moose Jaw; Regina; Saskatoon; Winnipeg; Fort William; Ottawa.

Every veterans' organization was invited to present a brief at each of these Public Sittings. Moreover, non-veteran organizations and private individuals were given a sympathetic hearing. A list of the associations presenting briefs will be found in Appendix III.

The Commission as a body, or a representative of the Commission, conferred with the District Administrator of the Department of Pensions and National Health, and with the local relief authorities, in every centre visited. Opportunity was given also to visit hostels, soup kitchens, Vetcraft Shops and self-aid centres.

The Commission interviewed the President and Secretary of the Board of Trade in most of the larger cities. It met the whole executive of the Canadian Manufacturers' Association in its headquarters. By contacts with these men and with prospective members of its Honorary Local Committees, it secured a valuable cross-section of opinion on business conditions.

In the larger centres visited, the Commission secured from responsible leaders in the veteran and civic life of the community names of business men and others who might serve on its Honorary Local Committees. On our return to Ottawa these men were addressed formal requests that they act in this capacity, and most consented to do so. The names of these Committees will be found in Appendix I. A.

Early in the life of the Commission, steps were taken to secure the surrender of an existing Charter of The Canadian Corps of Commissionaires. When this had been secured, the Commission proceeded to the organization of a new Corps. On appointment of a Dominion President and a Board of Governors, the Commission withdrew completely from association with this activity.

Its attention then turned to the projects of the various Local Committees. The first to be launched was Workshops Limited in Montreal, which involved a great amount of detail work and frequent consultations with the Commission.

Its Toronto Honorary Local Committee early turned its attention to Small Holdings and presented a scheme for the Commission's approval. The details of this scheme, and of other projects submitted by Windsor and Winnipeg at later dates, demanded considerable time.

The Commission next turned its attention to Probational Training and, in co-operation with the officials of the Department of Pensions and National Health, worked out the details of this plan.

Throughout the life of the Commission, much time was taken by correspondence with men who continued to regard it as an Employment Agency. It is glad to record that although it assumed no responsibility in this respect, it was able to make contacts through which many men were placed in employment.

THE PREAMBLE

A BRIEF REVIEW OF THE ANTECEDENTS OF THE VETERANS' ASSISTANCE COMMISSION ACT

From the outbreak of the Great War, and from the moment of her own participation in it, Canada assumed four clearly defined obligations to those who enlisted in her service. They were:

First: To clothe, feed and house them, and, in addition, provide them with a monetary allowance.

Second: To provide for their wives and families on the basis of rank in the forces rather than circumstances prior to enlistment.

Third: To care for them if wounded, sick or otherwise disabled and pension them if disability resulted, on a basis of rank rather than previous economic position.

Fourth: To pension the wives and young children of those who were killed in action, posted missing, or died of wounds or war disabilities.

Within a short time, and in recognition of an insistent demand, there was an upward revision of the pension scale. This was succeeded by another upward revision. This scale in turn was raised in recognition of the high cost of living, until finally pensions were established at the level now in force. There was not at any time, however, any change in pay or allowances, nor any change in the principle that compensation should be based on rank.

After hostilities ceased a new obligation was speedily recognized, namely, to compensate those whose education had been interrupted by making it possible immediately to resume that education and by providing training in trades and industry for those who, because of youth on enlistment, knew no trades. In this amendment of policy, however, Canada recognized not merely her obligation to those who had been deprived of opportunities through war service but the obligation to herself to make up the gaps in the education and training of her citizenry.

There was not in any of these recognized obligations, or in the discharge of them, any hint of a desire to set aside her soldiers from the other ranks of her citizenry. Nor was any attempt made to achieve the strictest refinements of justice in awarding pensions. The pension scale, based as it was on the military rather than on the civil rank of the pensioner, gave little recognition to the fact that Canada had recruited a civilian army rather than a professional one, and a volunteer army rather than one which was conscript.

The new civilian force was established on the model of the regular army and it was inevitable that military precedents should be followed. The procedure adopted was similar to that used by most belligerent countries, and the compensation was on a more generous scale. But most important of all, the system adopted offered an ease of administration, and a freedom from latitude in judgment, that would recommend it alike to administrative officers and the Parliament of a democratic country.

The first breach of consistency in dealing with the veterans was an amendment to the Civil Service Act which gave a preference to veterans of the Great War. No such breach of consistency was really intended. Rather, the intention was merely to overcome part of the disadvantage under which the veteran rested on his return from overseas in competition with the civilian in employment. That the veteran was under a serious handicap was perfectly obvious. He

came back to a life and decision vastly different from the routine of the army, more or less disorganized by his experiences, and with the knowledge that the man or woman who was now in the old job had advantages of training and a familiarity with industrial or commercial routine that could not easily be overcome. The Government set a fine example by giving back their positions to all who had leave to go overseas, with the promotions they would normally have received if they had stayed at home. Some firms did likewise. Other firms found a place for every veteran who had been on their staffs, but merely in his old position. In most instances, however, the veteran had to prove that he was a better man for the job than the man or woman who now occupied it, and this was hard to do. It is undoubted that by its introduction of the Veterans' Preference in the Civil Service the Government sought to redress the balance which lay so heavily to the advantage of the civilian.

Such was the status in 1921 when a further amendment to the Civil Service Act gave priority in the Veterans' Preference to pensioners whose disabilities were such as to prevent their returning to their pre-war occupations. In so doing, the Government again sought consistency and found it. But the pressure of the years which have intervened since the war has created a large group of veterans who have disabilities not directly traceable to war service, and therefore not pensionable, but none of the less injurious to their position in the competitive employment market.

The responsibility of the Government for the whole group of veterans, pensioners and non-pensioners, who were permanently unemployable because of physical or mental disabilities, was assumed in 1930 with the passage of the War Veteran's Allowance Act, which was a recommendation of a Parliamentary Committee. This Act was based on the theory that the veteran who served in a theatre of actual war was pre-aged by ten years by that service. But it went further in assuming the responsibility for the care of any veteran who was permanently incapacitated, whether pensioner or not, and irrespective of age, who had served in a theatre of actual war. An amendment to the War Veterans' Allowance Act reduced the age, with certain qualifications, to fifty-five years.

In 1935 the Hyndman Commission was appointed to investigate unemployment and relief conditions among veterans. In its report it recommended payment of relief in part by the Department of Pensions and National Health to all veterans who saw service in addition to those who were pensioners. This section of the report was not acceptable to the Government of the day.

They had recommended also the setting up of another Commission composed of three members. The Parliamentary Committee which sat in 1936, and heard witnesses drawn from all parts of the Dominion, recommended the adoption of this part of the report and the Veterans' Assistance Commission Act was passed by Parliament on June 23, 1936.

THE VETERANS' ASSISTANCE COMMISSION ACT

It will be seen by the Act that the scope and powers of this Commission are quite clearly defined and, in some respects, circumscribed. There was no circumscription in the definition of a veteran. Any person who served for twenty-four hours in the home defences of Canada came within the care of the Commission. But there was definite restriction on the powers of the Commission to spend the money which had been voted for its use, and on its supervision of the projects which it might recommend. It was by no means a law unto itself.

It was under these instructions and with these powers that the Veterans' Assistance Commission has been operating. The first task of the Commission was to determine the number of unemployed veterans in Canada. In order to secure plans and proposals from Veterans' Organizations, and to study condi-

tions in the different provinces, the Commission held public sittings in every province of the Dominion and in the larger centres within these provinces. To these sittings were invited all the Veterans' Organizations without restriction, and at them was secured a body of information and a group of proposals that were both interesting and instructive. The sessions were invaluable in giving the Commission a cross-section of veteran opinion, and an insight into the varying conditions obtaining in different sections of the Dominion.

On the completion of the public sittings, the Commission addressed itself to the tasks of getting its Honorary Local Committees functioning and classifying the information secured through the questionnaires. Because of the delay in getting this information assembled, it decided that it was not in a position to present more than an interim report to Parliament.

Its interim report was submitted to the Minister on January 27, 1937, and the Commission was glad that it was able to arrive at unanimity on the principle involved in its findings.

WHAT IS THE PROBLEM

The Commission feels that the problem of unemployment is the most serious confronting Canada at the present time. This has been recognized by the Government in the appointment of the National Employment Commission.

There has been a tendency in Canada to associate the problem of unemployment with the general problem of social distress. In the past few years, certainly, there has been a close identity between these two quantities. But it must be emphasized that social distress is much broader in its connotation than unemployment.

The distinction to be drawn here largely depends on the possibility of providing against unemployment, and the difficulty of this provision in the case of social distress. In a proximate, if not in an ultimate sense, unemployment is an industrial accident, whereas social distress is an economic consequent. Unemployment strikes the head of the family; social distress afflicts all members of the family. Nor is it limited to the family alone. It affects a whole group of individuals who were dependent in greater or less degree on the employment of the family head.

On the other hand, social distress stalks the land even when employment is at its height. There rarely is any unemployment in a mining camp at the crest of a boom. But if medical facilities be lacking; if there be no fresh milk supply; if there be no proper living quarters; there is bound to be a certain amount of social distress. So it is in ordinary economic life. When there is large-scale unemployment there will be a great amount of social distress, but the two conditions are by no means identical.

There was a large amount of social distress in Canada before the current period of exceptionally great unemployment. There will be social distress in Canada until she has provided herself with adequate social legislation on a par with that found in some other countries. Unemployment insurance, health insurance, mothers' allowances, old age pensions, baby clinics, workmens' compensation—all these types of legislation are designed to reduce social distress to a minimum and many of these are still lacking in our Dominion.

THE SPECIAL PROBLEM OF VETERAN DISTRESS

There is, moreover, a special problem of distress among veterans which is, to a degree, associated with general unemployment, but which reaches beyond this industrial condition. To a very large extent, this is owing to the age of the veteran group. According to the statistics collected by the Commission, the average age of all unemployed veterans is 46·9 years, and as this registration took place close to a year ago this has now reached about 47·8 years. The Com-

mission ascertained in the course of its sittings that the greater part of modern industry has an age limit for applicants for employment of 40 years, and some have an age limit as low as 25 years. It does not necessarily follow that the younger men have an advantage in all industries. But it is a fact that an employment group between the ages of 35 to 70 is in a very unfavourable position when compared with an employment group between the ages of 15 and 70, if for no other than psychological reasons. For the boy of 15 has life before him. He is full of optimism. He is eager for new adventure. And if he cannot find work, his dependence on others leads to neither resentment nor resignation. The man of fifty, on the other hand, who is thrown out of steady employment knows that his best productive years are behind him. Bitter experience tells him that most people think him too old for new employment. And if he becomes dependent on others, this dependence is not only greeted with an acceptance of inevitability, but usually with a large amount of resentment.

Nor is age alone the reason why there is a special problem of veteran distress. It was admitted in the War Veterans' Allowance Act that the veteran was pre-aged to the extent of ten years. Although only in some cases is there direct medical evidence to support this admission, the Veterans' Assistance Commission was confronted by such a large body of opinion that it must believe that most of those who saw service in a theatre of actual war suffered an intangible physical disability as a result.

If there are no physical disabilities, it is certain that there are often psychological disabilities. The Commission had ample opportunity in its hearings throughout the country, and in conversations with veterans in all ranks of society, to be impressed by the prevalence of this condition.

Finally, it is undoubted that the veterans as a group paid a heavy price economically for their overseas service. This price is not merely expressed in terms of the wage of $1.10 a day received by the great bulk of the veterans as against the high wages of those who stayed at home in industrial pursuits, and the greatly enhanced returns secured by farmers and other producers of raw materials. That these contrasts were great is revealed by the graph of wages and farm prices attached.* The chief economic disadvantage under which the veteran rested was the difficulty which he experienced in readjusting himself to civil life. In some cases this was his own fault. A great many veterans were disorganized by their war experience. There can be no doubt that there was nothing in the army experience to encourage a veteran to settle down in a steady occupation. That most of them did settle down was a tribute to their character, and to the efforts of those associated with veteran rehabilitation.

The Commission was much impressed by the large number of veterans who are occupying positions of trust in industry, commerce and finance throughout Canada. In choosing its Honorary Local Committees of business men to stimulate veteran employment in the larger centres it discovered that it was not any more difficult to find veteran nominees to these Committees than others. Nevertheless, it is true that the veterans as a body have not played the rôle in governmental and business affairs that their numbers might suggest. It can hardly be denied that from on economic point of view the veterans as a group paid a heavy price for their war experience.

AN ANALYSIS OF STATISTICS

As stated above, the Veterans' Assistance Commission undertook as its first task to enumerate the unemployed veterans and classify the totals on the bases of age, family relationship, pensions received, and so on. Statistics collected by the Commission will be appended to this Report. But because statistics very frequently mean nothing until they are illuminated, the Commission feels obligated to analyse these statistics, and illustrate its arguments by a reference to them.

*See Appendix VI.

The Commission conducted its first survey over the period from September 1st, 1936, to February 1st, 1937. This survey was made with the assistance of the branch secretaries of the Canadian Legion, The Army and Navy Veterans in Canada, The Amputations Association, The Canadian Corps Association, etcetera, and, where branches of Veterans' Organizations did not exist, through the postmasters and other interested parties. Conducted over a five months' period, and in a group in which the labour turnover is ordinarily high, it was inevitable that there should be a large registration of those who were casually unemployed as well as of the really unemployed.

Possible short-comings of our statistics were foreseen before the questionnaire was sent out. It was felt by the Commission, however, that in view of the fact that it desired to get a record of the unemployed rather than merely those on relief, this was the only way in which it could be accomplished. The Commission is satisfied that the returns of its questionnaire are as complete as could be achieved without compulsory registration, and it cannot see any way in which compulsory registration of those veterans who are unemployed and not on relief might be completed.

The Commission has an accurate record of the veterans on relief. Under sub-section (*f*) of section 6 of the Veterans' Assistance Commission Act, we were instructed to "co-ordinate and co-operate with the National Employment Commission in efforts towards the registration, classification, and employment of veterans". Accordingly, we requested the National Employment Commission to make available to us the results of its compulsory registration of veterans on relief. This they did and, as a result, we have a complete count of all veterans on Provincial-Municipal relief, save for the Province of New Brunswick, where Provincial relief had been abolished, and of those also who get relief through the Department of Pensions and National Health.

The Commission deems it significant that those whom it made responsible for classifying the veteran group on the basis of physical fitness tended to set the age of fifty-five as representing the end of a man's period of full-time active work. In another eight years or less the average age of the whole veteran body will be set at this limit.

The most striking statistics, however, are those which present the classification of the veteran group on the basis of physical fitness. Because of a desire on the part of the Commission to offer the privilege of registration to as many unemployed veterans as possible, we accepted completed questionnaires up to October 7th, 1937. On April 1st, 33,099 names of veterans who had registered with this Commission were sent to our local secretaries, to secretaries of the Canadian Legion and the Army and Navy Veterans in Canada, and to postmasters, with the request that they classify these men on the basis of their physical fitness. The Commission held no expectation that the returns received would be uniform or that the classification for any one place would be accurate. But it was confident that there would be little bias one way or the other and that where bias was present it would be balanced by an equivalent bias in the other direction. Where some would classify the physically unfit as fit, others would classify the physically fit as unfit.

The results arrived at show the variability of human estimate. Although there is no reason to believe that the veteran group in Edmonton differs appreciably from the veteran group in Calgary, the return we received from our classification was as follows:

	Fit	Partially Fit	Unfit
Calgary	556	138	39
Edmonton	528	225	152

When expressed in percentages, these figures become:

	Fit	Partially Fit	Unfit
Calgary	75·93	18·78	5·31
Edmonton	58·34	24·86	16·79

In other words, the proportion of unfit veterans in Edmonton is listed as three times as great as in Calgary. It is difficult for the Commission to believe that as wide a difference actually exists.

On the other hand, the Commission is satisfied that its bulk statistics, or the averages for the entire Dominion, reflect quite accurately a realistic classification of unemployed veterans on the basis of physical fitness.

This classification does not necessarily depict the industrial employability of these men. In most instances the classification was made with respect to the position which the veteran was desirous of filling. For example, a large percentage (13·96) of the whole group applied for positions as caretakers, janitors, or elevator attendants, and were classified on the basis of their fitness for these occupations. Yet it is inconceivable that even a small percentage of these men stand a chance of securing the desired positions.

This is, perhaps, the most distressing feature of our problem. The number of skilled craftsmen who are unemployed is not large. In our Interim Report, we had occasion to refer to the classification on the basis of employment secured in the city of Edmonton, and we noted at that time that of 759 registrants, there were only two bricklayers, one stonemason and twenty-three carpenters, despite the fact that the registration was made during a season when men in the building trades are out of employment. Since the writing of our Interim Report, the Commission has been able to secure complete information on the employment desired by all the veterans registered. We regret that this is not a perfectly correct picture of employment possibilities. In a great many instances the employment desired is not available. We have noted the situation with respect to janitors and caretakers. Probaly there are several thousand of these positions available throughout Canada. The Commission feels that it is a great pity that positions of this type could not be reserved for older men and men who are suffering from some disability. As it has no future, the position is not a desirable one for a young man, and the compensation is set by the competition of large numbers of applicants of all ages. Moreover, it is a position which can be filled as effectively by an older man as by a youth of twenty. None the less, to an increasing extent elevator positions are going to girls and young men, while caretaking positions are filled by men of all ages. It is difficult for the Commission to see how this situation can be remedied.

The break-down of the statistics on the basis of physical fitness and employment desired gives a measure of the task facing this Commission. Since the commencement of our work we have consistently maintained that we were not an employment agency. Rather, we have felt that our task was to analyse the problem in its general aspects and bring in recommendations which will deal broadly with the situation. Yet the Commission has been keenly sensitive to the fact that unemployment is largely an individual problem. In its essentials it consists in the fact that Tom Jones is a qualified farmer who thought to become a real estate agent at the height of the boom and is now stranded, and that John Doe is a skilled mechanic who thought at the height of the boom to go farming and now finds his capital exhausted and his mortgage foreclosed. The unemployment of over 34,000 veterans is not merely a grave national problem but the sum total of as many individual problems. To a degree it can be handled by general schemes of employment, but in an ultimate analysis the solution of the problem lies in bringing the individual veteran into contact with a particular job.

The general problem, however, can be separated into three main divisions based upon the three classifications of physical fitness. The Commission feels that Canada is experiencing a general recovery of economic conditions which shows some promise of being maintained, with occasional recessions, for some time to come. A complete recovery will have to await a good crop in the Prairie Provinces at something approximate to the present scale of prices. As soon

as nature gives us this, however, the prosperity which is already evident in Eastern Canada will be intensified, and the Prairie Provinces which are now in the economic doldrums will enjoy a measure of their former prosperity. Our Commission is confident that even a slight improvement in economic conditions would speedily absorb most of the younger unemployed veterans who are physically fit. The total number of fit unemployed veterans irrespective of age whom the Commission has classified is 18,974 or 55·29 per cent of our whole group. This number is about ten per cent probably of the whole number of unemployed who are, in turn, about 11·7 per cent of the gainfully employed in Canada. An increase in employment of 11·7 per cent would place all these men actively at work.

There seems to be some prospect that at least a part of this will take place. True, the Commission realizes that the age and the trade groupings of these unemployed veterans place them at a disadvantage when compared with the ordinary civilian unemployed. On the other hand, we feel that our Honorary Committees have played, and are playing, such a significant part in bringing the needs and qualifications of the unemployed veteran to the attention of prospective employers that the unemployed veteran should actually be placed at an advantage in the labour market.

This does not suggest that the Commission feels that there should not be unremitting effort to place fit veterans in employment. We have already suggested that the problem of employment is to place thousands of individual men into equivalent thousands of individuals niches. The capitalistic system pre-supposes that this will be done automatically. But though we might be assured that the process would finally be completed, anyone who knows anything about employment knows the enormous amount of delay, expense and suffering that may be saved by guidance in employment. The Commission feels that the efforts so far put forth by its Honorary Local Committees are but a forecast of what might be done, and that the Secretaries of these Committees can accomplish a great deal to guide veteran employment into the proper channels. The combined effects of the recovery of business conditions, the efforts of our Local Committees, and the stimulus of the different projects which the Commission has sponsored, should in the not far distant future reduce unemployment among veterans who are physically fit to smaller proportions.

The Commission regrets that it cannot harbour the same expectation of those veterans who are only partially fit. Of those whom we have classified, the partially fit represent 10,648 or 31 per cent of the whole group. There is reason to believe that the problem is not quite so serious as these figures might suggest. They represent the total number of veterans registered with the Commission who can be classified as partially fit. Those who did not register can be assumed, generally speaking, to be those who can take care of themselves.

In any event the number of partially fit is large, and this group is a most serious problem. It must be assumed that these men cannot be absorbed in the competitive labour market, unless there is a much greater expansion of employment possibilities than is promised at the present time. True, most of these men expect some type of seasonal employment. The Commission is satisfied that very few of the men whom it has classified as partially fit will be, or ever have been, wholly without prospects of employment. But there is little prospect of sufficient employment to give them or their families enough income to maintain themselves.

A good many of these men, it is true, can expect to be absorbed into casual employment when there is again full employment in service occupations. During the depression many of the people who employed butlers, gardeners, handy-men and chauffeurs, were forced by the pinch of circumstances, or alarm for the future, to discharge these employees. In the years of recovery many have filled the old positions. But full re-employment in these occupations has not yet been

secured, and there is a large number of these positions which will be filled within the next few years by men who are partially fit physically, and willing, because of that, to accept the low wages ordinarily paid in these occupations.

This number, however, will by no means include the whole group of partially fit veterans. The proportion of those employed in services by those employing fifteen or more is only 2·6 per cent of the total number of employees. Granted that most of those employed in the services are found in groups of less than fifteen, or in single employment, this percentage indicates the small part in employment played by the services.*

The partially fit veteran may expect to find his numbers greatly reduced by absorption into service employment within the next two years, but the number of unemployed in this group will still remain large.

The Veterans' Assistance Commission has given a great deal of thought to the problem of the partially fit veteran and to schemes of employment for him. It feels that the best possible solution would be the passage of legislation which would place all partially fit, whether veterans or civilians, in a preferred group with respect to certain employment. There can be no other interpretation of the evidence submitted to it, and of its own observation, than that the greater part of these veterans are now unemployed because of legislation passed in the interests of social betterment, and because of corporation policies which have, as their end, the benefit of the employees.

The greatest offender in this respect is group insurance. The Commission is heartily in accord with the general intent of this type of insurance. It feels that it is fitting that corporations should insure their workers against sickness and death. Yet it is forced to recognize that a scheme designed to serve a desirable social end is a serious barrier to the employment of older men and those who are physically unfit. As in every other type of life insurance, the amount of the premium depends on the age of the insured, and it is to the economic interest of both the employee and the employer to keep the group of workers as young as possible. Nor is youth the only consideration. The physical fitness of the insured is a factor in determining the premiums paid, and no insurance company is going to look with favour on a policy which includes a number of partially fit or older men. For this reason it is well-nigh impossible to secure the employment of partially fit veterans by those companies which have this type of social insurance, granted there are young and vigorous men available for employment. If social insurance throws these men out of employment, there should be social insurance of another type to provide for them.

The chief offender in respect of legislation is the minimum wage laws which many of the Provinces of Canada have enacted. This Commission wants it to be clearly understood that it is in hearty approval of the intent behind minimum wage legislation. Nevertheless, it is forced to recognize that a law which is designed to protect the weaker bargainers in the labour market from exploitation deprives them of much employment that these would otherwise receive. If the law sets the wage for certain types of labour above the level at which it would be set by the supply of and demand for labour, then, inevitably, it cuts down on the demand, and only that part of the supply which is most efficient will be offered employment. It is difficult to assess the influence of such legislation and to determine how many veterans are actually thereby excluded from employment. But that a large number of partially fit veterans owe their unemployment to it cannot be doubted.

The same is true of pension schemes for employees which some corporations have inaugurated. These all encourage the employment of young men who promise a long record of service to the Company before they go on pension.

* Services is here used in its most restrictive sense. A broader interpretation of the term would assign as much as one half of our unemployment to the service occupations.

Desirable in themselves, they undoubtedly discriminate against the older type of industrial employee, and discriminate with particular severity against the partially fit veteran.

We feel quite definitely that justice and economics alike demand remedial legislation which would remove the discriminations against older and partially fit veterans. It was difficult for the Commission to determine what this legislation should be, and, having determined its direction, how it should be applied.

The Commission is sensitive to the fact that the Dominion Government has no power of itself to pass the required legislation. All it could do would be to negotiate with the provinces to this end. But the provinces have an even greater interest in this legislation than the Dominion Government, because the major part of the partially fit are on relief, and have been for a considerable period of time.

In the public sittings of the Commission, and in other representations made to it, small holdings were urged as a means of disposal of a large proportion of the total of unemployed veterans, and more particularly of the partially fit group. At a later stage of this report, the Commission presents a description of experiments in small holdings initiated by it. It might be well, however, to point out the limitations upon small holdings as a solution of the main problem.

The capital cost of small holdings projects puts limits to the engagement of the Dominion in them. Moreover, the experience of the Dominion Government with the Soldiers' Settlement Act has warned the Government of the dangers of engagement in agricultural projects, and of the difficulty of preserving the value of a capital investment.

Yet a more important consideration is that small holdings can be self-supporting economically, only under a limited set of conditions. They may be viewed in three different ways:—

First: As profit-making ventures.

Second: As subsistence farms.

Third: As a means of securing a partial subsistence. Down through the history of agricultural enterprise, small holdings have been utilized in each of these three ways, and in nearly every stage of agricultural history these three ends might be found pursued by different individuals residing in the same community.

Small holdings have rarely been profit-making ventures. Under special conditions, and more conspicuously in the cultivating of newly-developed and high-priced crops, fortunes have been made from a few acres of land. But these are definitely the exception. The Commission does not think it possible that any veteran, if settled on a small holding in the near future, would make a profit from his venture.

Most small holdings have been subsistence farms. Generally speaking the products of small holdings have to compete in a market and at a price set by the lowest paid labour in the world—the labour of men working without the aid of machinery on one, two, or ten acres of land. The industry and comparative independence of these men has appealed to sentimentalists down to our own day. Yet a subsistence type of farming is incompatible with modern economic life. This Commission would not willingly recommend any projects that would attempt to reverse an inexorable economic trend, or impose on any of our fellow-citizens a standard of living set by subsistence farmers.

On the other hand, we feel that there is a definite place in the social and economic structure for small holdings that yield their tenants a partial subsistence. The object to be served may be threefold:—

First: To give the industrial employee a supplement to his income and, above all, the added security which goes with the land.

Second: To give the industrial employee an opportunity to offer his family healthier and happier surroundings than are found in crowded cities.

Third: To give those who are unfitted for industrial employment a partial means of subsistence.

It was to serve the last object that the Commission experimented with small holdings.

CARE AND MAINTENANCE OF VETERANS

There is a group which cannot possibly be put into employment, or which, if put in employment, would cost much more, economically and socially, than the effort would be worth. All of the men classified by the Commission as "physically unfit," and a percentage of those classified as "partially fit," fall within this group.

What these men crave most of all is self-respect. What they need most is security. Both craving and need would be satisfied by placing this whole group on something approximate to the War Veterans' Allowance. In a certain sense the line of distinction between relief and the War Veterans' Allowance is a very narrow one. In an ultimate analysis relief is, or is supposed to be, a payment of compensation for the economic accident of unemployment. The War Veterans' Allowance is, or is supposed to be, the payment of compensation for pre-aging attributable to war service, or for physical incapacity which has some connection with that service. There is in the mind of the ordinary veteran a very great gulf between these two types of assistance. To the veteran, relief is something which is given reluctantly by a Governmental body—usually his Municipality—which he does not consider the Govermental authority that really should look after him. The War Veterans' Allowance on the other hand, is looked upon as a reward for services rendered to the Dominion Government during the Great War. The Veterans' Assistance Commission feels no obligation to defend or condemn these differing attitudes. It wishes merely to point out that they exist.

In view of the fact of unemployability, and the pervasiveness of the attitude which we have cited above, we feel satisfied that the problem of the unemployables who served in a theatre of actual war will be solved by placing them on the War Veterans' Allowance. We do not feel that it necessarily follows that these men will remain on the Allowance permanently. Many of them will undoubtedly find positions in keeping with their limited physical capacity, as War Veterans' Allowance recipients have done since the Act was passed. Others will undoubtedly establish themselves in one way or another when the present uncertainty of their existence is removed. The net cost to the country promises to be less than the expenditure of an average of thirty-one dollars per month on each of the men so classified. Over half of the group cannot be brought within the provisions of the Act because of lack of service in a theatre of actual war, because they are already on War Veterans' Allowance, or for other reasons. But in any event the monetary cost involved will be no greater and probably will be less than the cost to the different Governmental authorities at the present time.

THE PRESENT NATURE OF THE PROBLEM

We are satisfied that the lag in employment which always features recovery of prosperity will take care of the great mass of the younger men who are physically fit. Many of these men are, at best, seasonally unemployed. Probably at least fifty per cent of these are no more unemployed now than they were in 1929, the peak year of prosperity. The Commission feels that the Government has no particular obligation to artisans who are unemployed during the winter months and who have been receiving high wages during the summer construction period. Nor is this less true of a great many employees in other seasonal industries. Of the residuum, who are physically fit and have no

employment, the Commission estimates that close to ten per cent. are psychologically unfitted for employment by reason of chronic laziness, shiftlessness, and other traits of character of a demoralizing nature. This leaves about 10,000 men with actual war service who are physically fit, who want work, and up to the present time have not been able to find it. We are confident that the general improvement of economic conditions which has been in evidence during the past summer and which may be expected over the next two years, and the overcoming of the time lag in employment which always features recovery, coupled with the efforts of our Honourary Local Committees, whose activities will be fully described later, will effectually place a fairly large number of these men in employment.

The physically unfit may be dismissed as hopeless from an employment point of view. Many of these men — in fact most of them — could do light work if it offered. Probably most of them will get a very limited amount of casual work to do. But they can never again be a serious factor in the labour market, and the only possible way of disposing of this segment of the employment problem is to place these men on the War Veterans' Allowance. The Government is warned that only part of the whole group can be disposed of in this way under existing legislation. We feel that the Dominion Government should assume responsibility only for those who served in a theatre of actual war. This means that about one third (39·44%) of the number whom we have classified as unfit come within the provisions of the War Veteran's Allowance Act. The Commission is keenly sensitive to the fact that many of the men who served only in Canada or England have disabilities as serious and as damaging from an employment point of view as those who served in France. Yet the Commission fails to recognize anything in the service of these men that might be thought to have been deleterious to health. On the contrary, the training to which all who served in Canada and England were subjected was calculated to build up their physiques rather than to destroy them. Every man with this type of service only should have come out of the Army a better physical speciman than he entered it. We see no reason why they should be brought under an Act which is based on the presumption of pre-aging due to war service.

This is not depreciation of the type of service which these men rendered. In many instances service in Canada or England was even more important to the prosecution of the war than service in France would have been. A large percentage of these men were eager to get into a theatre of actual war, but were prevented from doing so by the very significance of their service at the base. Not a few of them enlisted at great personal sacrifice and maintained that sacrifice throughout their service. Moreover, not a few of those who served in France were in little more hardship and danger than those who served in England. But these exceptions do not affect the general rule. General Sherman said that war was Hell. The vast majority of those who saw service in Canada and England would have readily admitted after the war that they had a healthful and pleasant experience. The vast majority of those who saw service in France passed through Hell.

In refusing to recommend to the Dominion Government the assumption of responsibility for veterans who did not see service in a theatre of actual war, we do not wish to minimize the hardship with which those who are physically unfit are confronted. In many instances these men are the most pitiful of all. But they are, or should be, directly the responsibility of the municipalities. The Dominion Government would be well advised to assure itself that if it takes those who saw service in a theatre of actual war off municipal relief, the municipalities will make better provision for those who saw service in Canada or England only. We must classify them as ordinary citizens, but we would not minimize the social problem which they present.

THE PROBABLE DURATION OF THE PROBLEM

The Commission hesitates to assume the rôle of a prophet. There are few of the prophets of the past that have not been confounded. Yet it takes no very astute prophet to predict that the problem which confronts us at the present time will be with us in greater or less degree until the last veteran has passed away. We have expressed confidence that the great majority of the physically fit will be absorbed into ordinary employment by the competitive labour market. We do not, however, assure the Government that they will stay in employment, if placed there.

The Commission feels bound to suggest that the group with which it has had to deal is what might be called the marginal group in the labour market. Either because of lack of training, because of age, because of personal idiosyncracies, or, we regret to say, in some instances defects of character, many of these men have been rejected for others as employers who sought profits through efficiency combed the labour market over the past few years. The low point in employment in Canada was reached on April 1, 1933. Since then, there has been a steady increase in employment until at the first of September of the present year the index stood at 123·2 based upon 1926 as 100. This was a higher figure than for any year since 1926 save 1929, when it stood at 126·8. Because improvement in business conditions and a rise of industrial output always run ahead of recovery in employment, we feel justified in thinking that any improvement in industry which comes in the next year or two will be reflected in a more than comparable improvement in employment. A ten per cent improvement in business might readily yield a twelve per cent improvement in the number of employees, and a recovery of such dimensions is not unlikely.

Yet we can be fairly well assured that no sooner will the process of re-absorption be completed than that of dismissal will set in. This is, of course, a continuous process. In the past few years of recovery in employment there has been a continuous stream of men dismissed. The rise in employment merely indicated that more were taken on than were laid off. And as has already been pointed out, there is a great deal of seasonal employment that involves, and has involved, the dismissal of the employee at a definite season of the year. But in another two or three years the painful situation will again develop wherein men who ordinarily secured employment were unable to find it, in which men who might be out of employment for a month are workless for two months, and so on until again there are thousands of men who want work and are unable to find it.

To that extent, then, the duration of the problem may be said to be the life of the veteran group. Unemployment in the group with which we are now dealing may be said to be chronic rather than unusual. There is no excuse for continuous idleness for these men. There is no reason why all of them should not have some employment throughout the year. But we fail to see much prospect of their being employed as much as they are unemployed over the next ten years.

This does not mean that all of these men will have the same experience. On the contrary, many of them will undoubtedly locate permanent positions in which they will be secure until a fitting age of retirement. But others will be forced out of employment that have hitherto been secure. We may be sure that the numbers of these will equal the numbers of those securing permanent work.

We have already hinted that we see little prospect of employment for the partially fit. The Government is warned that this group is not static. Year by year a larger number of the whole group of veterans will become partially fit, if for no other reason than that they are growing older. The man of fifty-five may be perfectly fit physically, but from an industrial point of view he is only partially fit, if he has no trade.

The problem of the unfit physically who served in a theatre of actual war can be solved in a few months if the necessary legislation be passed. The Com-

mission does not feel that its record is complete, but it does feel that it has a body of information on the unfit which will greatly facilitate the task of the War Veterans' Allowance Board in examining these men and determining their eligibility.

THE FUTURE OF THE PROBLEM

The Commission has already hinted at its feeling concerning the future of our problem. We have no other expectation but that the problem will become graver in the future rather than less serious.

This is not to suggest that we think that the veteran is less usable in employment than the ordinary civilian. On the contrary we have no hesitation whatever in saying that he is better. He has qualities of discipline, fortitude, and experience which set him apart from his own age group among the non-veterans. But there are two factors which place our group in a disadvantageous position. The first is that so many of them are unskilled. Of 32,907 veterans classified on the basis of their trades, as many as 3,932 or 11·9 per cent asked for work as labourers, and 2.477 or 7·53 per cent, as handymen. Moreover, we were much impressed in our classification with the frequency with which we were told that a man who had asked for work as a carpenter was no more than a handyman.

There is ample excuse for this situation. Many of these men served overseas during the period of their lives when they would ordinarily be learning a trade and when they came back the learning process seemed too slow. Others were prevented by war disability from returning to a trade already learned. Others were dissuaded from their trade by the excitement and exhilaration of their war experience. The old trade seemed too hum-drum an existence. As we have already stated, the wonder is that so many got re-established.

There is another factor of growing importance in placing the veteran at a disadvantage—a factor to which we have referred more than once. When they filled out the questionnaire the average age of the unemployed veterans was 46·9; soon it will be 47·9; next year it will be 48·9. Ten years from now it will be 57·9. There are few veterans to-day of an age which falls below the limit demanded by most industries. In another four years there will be more above that age limit. In ten years the average age will be almost three years above the limit which most of the secretaries of our Honorary Local Committees set as the age at which a man becomes unfit for employment.

This does not mean that the whole group will be unfit for employment at that age. It certainly does not mean that the whole group will be a charge on the State. The present number of veterans on War Veterans' Allowance was as of March 31, 1936, 8,820. This has been increased during the past year and a half, more particularly by the amendment which makes the Allowance available to veterans at fifty-five conditionally upon being unable to support themselves as the result of disability, pre-aging and general unfitness, to 12,047.

The Commission was much impressed by the fact that comparatively few of those who filled out its questionnaire had been able to accumulate any property over the past eighteen years. Although we are not satisfied that the statements appearing on the questionnaire reflect the whole truth in this respect, we are confident that an analysis of these questionnaires gives a fairly accurate cross-section of the economic reserve of the unemployed veterans. If these men have no property now it is doubtful if they will accumulate any within the next twenty years. Social studies such as E. Seebohm Rowntree's "Poverty" indicate that the period of accumulation of the lower-paid members of society falls between the ages of 30 and 50, and that after this age accumulations not only cease but are gradually exhausted. When a group of 35,000 veterans numbers no more than 5,000 who have accumulated enough for even inadequate provision for old age, the situation is arresting. It is not unreasonable to suppose that the greater part of this group that is eligible will finally come under the War Veterans' Allowance.

The future of the problem, then, is bright neither for the veteran nor for the Government. The veteran must look forward to a period of increasing unemployment; the Government must look forward to increasing expenditures on this account. But it must be emphasized that the veterans' problem and the country's in this respect is merely a segment of a general social problem. We are now in a position to analyse the implications of this social problem.

THE ECONOMIC COSTS OF UNEMPLOYMENT

It may seem idle to discuss the economic costs of unemployment after devoting so much space to an introduction to our problem, and particularly after having devoted a year of analysis to a problem on which we were set by a Parliament keenly sensitive to the situation. We have no desire to labour the obvious. We feel, however, that it might be well to discuss again the meaning of this term.

THE COST OF IDLENESS

What is the cost of idleness? Here is the age-old paradox of human attitude. One man's meat is another man's poison. To some, idleness is the greatest pleasure, is purchased at no cost. To others, idleness is pain, is bought with enormous hardship.

In countries which have enjoyed what many might call the advantages of Western civilization people have long been accustomed to look upon work as a necessary evil and idleness as an end to be sought through work. Canadians show this attitude.

But from an economic point of view, unemployment represents a very great cost. If ten per cent of the men who want to work, and could work, are idle, we are theoretically at least, exactly ten per cent poorer in terms of economic goods and the nine-tenths of the people who are working have to divide the product of their labour with the tenth who are idle.

THE COST OF MAL-ADJUSTMENT OF THE LABOUR SUPPLY

We do not believe that one hundred per cent employment necessarily means an increase in the well-being of mankind, if this employment be bought at the price of making work just for the sake of work. The cost of idleness may actually be less than the cost of mal-adjustment of the labour supply.

This mal-adjustment may be expressed in different ways. First, there is the loss measured by work performed which actually leaves the country poorer than it was before. Second, there is the loss involved in an artist working with a pick and shovel, and a man who should be a labourer trying to paint a portrait. Third, there is the loss in over-concentration of labour at points where it is not needed, and under-concentration at other points.

Mal-adjustment of the labour supply is always present during a period of unemployment. In the first place, efforts to make work usually result in an enormous loss of labour output. The capitalistic system is based on the premise that self-interest will insure that labour will be directed easily and automatically into those channels of employment in which it will be most productive. Our registration of 35,000 workless veterans is a telling commentary on the failure of our present system to effect a meeting between the workman and a job. But by and large, the profit-seeking motive behind industrial activity is usually a pretty good guarantee that work will be expended in such a way as to suit the general public. And certainly, although it may not insure that an artist will not be working with a pick and shovel, it is a pretty effective guarantee that the man who should be wielding a pick and shovel will not make a living as an artist.

The present unemployment, then, represents an enormous loss and, in many respects a quite unnecessary loss, in terms of mal-adjustment of the labour supply.

But these mal-adjustments cannot be disposed of by verbal argument so easily as a great many people suggest. Financial wizardry is no effective substitute for getting the price structure back on an even keel. For it is really disequilibrium in the price structure which causes mal-adjustment of production and consumption and consequent unemployment.

THE MONETARY COSTS INVOLVED

All of these costs are much more difficult to assess than the monetary costs of unemployment. They involve abstract points of theory about which one may always dispute. There can be no disputing the costs of unemployment when expressed in dollars.

In a very real sense the dollar cost of unemployment may be expressed in terms of the share of the national income which would be contributed by those at present idle were they in active production. This is a theoretical concept. But there is nothing theoretical about relief costs. They are written large in black and white.

This Commission, as we have suggested above, classified over 14·5 per cent of its unemployed veterans as unfit for work, and 31·3 per cent as only partially fit. Granted that our group is much older than the ordinary civilian group of relief recipients, there can be little doubt that close to ten per cent of all who received relief in 1935 are unemployable and would have been a charge on their municipalities irrespective of their unemployment. The other ninety per cent of the lists are, however, men who are on relief because there is no work for them. Approximately, this ninety per cent of the relief bill is attributable to unemployment.

THE SOCIAL COSTS OF UNEMPLOYMENT

It is natural that the competitive, profit-seeking system under which we operate should emphasize the economic costs involved in unemployment more than those which are strictly social. We must insist, however, that this system is not an end in itself but something which society has developed for its own preservation and improvement. Always, the social ends are more important than the merely economic. Time was, certainly, when man lived by bread alone. But that time has long since passed and, even though getting and spending a living in terms of economic goods and services occupies much of the time and the greater part of the interest of the vast majority of our population, it must be urged that it is the obligation of the modern state to consider as most important the preservation of the interests of a balanced and wholesome social life.

The formulation of a social ideal involves, naturally, the possibility of debate both on the premises, the body of argument, and the conclusion. We of this Commission, however, feel that the primary end of Governmental endeavour should be to secure for all its citizens a sense of material, mental, and moral security. We insist that this is the hall mark of civilization. In modern civilization, security is the possession of the many, insecurity of the few. To the extent that the State may interfere with the private lives of its citizens, it has an obligation to them, as to itself, to insure that at least a modicum of security is available to all.

In essence the State did this when it embarked upon the present system of unemployment relief. The premise upon which the system was based was that no one in the Dominion of Canada should be allowed to starve. Nor was this premise changed when drought conditions hit the Prairie Provinces year after year. The obligation of the whole Dominion to provide a certain minimum of subsistence to all its citizens was clearly and consistently recognized.

The best that can be said for the policy of relief which Canada has maintained over the past few years is that it was a policy born of an emergency. To give the unemployed cash or voucher was easier than to give them work.

There was no thought when the system was inaugurated that it would be maintained so long. There was little attempt made to adjust the system to a growing assumption of permanency.

To say that our ideal should be social security is immediately to invite controversy. We submit that the "social ideal" involves a type of security which includes employment, good health, and a pleasant subsistence while in poor health or in old age. The only way in which this ideal may be achieved is through a radical and far-reaching program of Social Legislation.

THE COST OF SUFFERING

Lacking this ideal in terms of existing legislation, the cost of unemployment from a social point of view has been high. Probably the heaviest price has been in terms of the loss of self-respect—the pain of embarrassment—of those who have been unemployed. To a degree, perhaps, it might be said that some were unemployed because of their own fault. But the vast majority of those men have been unemployed because of defects in the system under which our production and distribution of economic goods and services is consummated. The attitude sometimes assumed by the people who paid out relief was that it was a form of charity to be issued grudgingly and in such a way as to insure that the recipients would not come back if they could help it. Because of this attitude the self-respect of the recipient was all too frequently destroyed in the earlier stages of his relief experience, and when that went he, and society at large, lost an invaluable asset.

The mental suffering associated with the loss of self-respect is only one of the types of suffering induced by unemployment. Even before the unemployed man is forced to go on relief he suffers repeatedly the pain of frustration in looking for a job. Those who have not experienced this hardship may not readily appreciate what it means to have a family at home depending on a weekly wage; to tramp wearily from one factory to another; and always to be met by the same disappointment. This experience is tragic. It was not the unusual, but the typical, experience of thousands of veterans who have been unemployed in the past five or six years. No one will ever be able to assess fully just what this meant. No one will ever be able to count the futile tears or evaluate the torn heart-strings. Yet in a very real sense these costs are just as important—even more so perhaps—than those measured in terms of dollars and cents. Uncivilized peoples never can afford sentiment. The refinements of modern civilization put the highest valuation upon it.

Up to this point we have considered the mental and physical suffering of the veteran only. Unhappily, suffering has not been confined to him. His family has shared his lot and, in many respects, their suffering has been even more extreme. The father of a household can usually get away from his troubles more easily than the mother. He usually did. But the mother has had the deprivation of her children thrust continually under her eyes. Both women and children have been heroic—strangely heroic at times. But behind this heroism has been a mental and physical suffering that will never be computed—could never be computed—but which is even worthier of consideration by the Government than the relief tax bills of the more fortunate.

This argument might be continued indefinitely. But lest we be accused of over-dramatizing the situation we shall now move on to costs which are more easily measurable. Mental suffering is difficult to express in dimensions. Physical impairment is not.

We shall never know exactly how much we have paid in terms of impaired physiques for the unemployment of the current depression. Yet the price is quite obvious. All one has to do is to contrast the broken men who attended the public sittings of the Commission throughout the country with the appearance

these same men made on their return to Canada from overseas to be painfully impressed by the terrific toll the years of idleness and under-nourishment have taken. The usefulness of many of these men as a factor in production is completely at an end.

Even more marked than ordinary disability is the condition of the teeth of the men whom we met. The Armies of industry as the Armies of war march on their stomachs. We greatly fear that a very large percentage of these men will have but poor stomachs for the new industrial battle. This Commission asserts without hesitation that the condition of the teeth of the veterans whom it interviewed was a disgrace to the fair name of Canada. It feels, all too painfully, that this country can ill afford the economic and social loss measured by the depreciation of the mouths of her unemployed.

ADJUSTMENT OF SOCIAL AND ECONOMIC COSTS

All of this argument merely means that the line to be drawn between social and economic costs is a very thin one at best. After all, there are few living in modern society who would argue that the production of economic goods and services can be justified on any other ground but social utility. If unemployment be costly from an economic point of view it is costly socially; if it be costly in the more restricted social sense, these costs may be expressed in economic terms.

THE VETERANS' CASE

The Voluntary Sacrifice.—The best elements in all the Veteran bodies have, ever since the war, studiously refrained from reminding the country of the sacrifices which they made in serving their country in its hour of need, and have avoided, with equal regard for the appropriate, any reference to the obligation under which Canada might rest. The Commission would, however, deem itself to be derelict in its duty to Parliament and to the veterans alike were it to refrain from making a comment on the reality of the sacrifice made twenty years ago.

The most important element in this sacrifice was that it was voluntary. With few exceptions the men who saw service in a theatre of actual war were volunteers, and, in this respect, Canada's forces differed markedly from those of nearly every other nation. The American Army was conscript from the date of the entry of the United States into the war. Great Britain's service was compulsory from 1915. Australia adopted a conscription law in 1916. But Canada's law dated practically from January 1, 1918, and there were comparatively few of the men conscripted who got into action before the Armistice. We feel that much significance attaches to the voluntary nature of this sacrifice. In the case of the conscript armies, the men had no alternative but to go to war. If there were sacrifice, it was a sacrifice of obligation. But the man who volunteered chose the hardships of war instead of the security and comfort of a civilian occupation. Many found in khaki a refuge from their troubles. A great many others enlisted from sheer love of adventure. The vast majority, however, went to war regretfully, but with a high sense of the duty they owed their fellows and their country. Veterans as a class do not wish to have their virtue advertised. But there can be no doubt that the country owes some recognition of this virtue in the event of a veteran being in need.

The Promises of the War Period

But obligation does not depend on such a slender support as "Noblesse oblige." In a certain sense there was a contractual obligation. Some of the statesmen who led Canada in the war, either from generosity of spirit or too great temerity, promised the volunteers that their country would be grateful for their efforts and mindful of the sacrifices made. The attitude of the country

at that time was that all the members of the C.E.F. had to do when they returned was ask and they would receive. It has been suggested that there was no bond drawn up between the country and her army. There was no need of any. Sir Robert Borden addressed the Canadian Fighting Forces at Vimy Ridge in 1917 in words ascribed to him as follows:

> "You are men actually facing the enemy day and night. You are suffering greatly from fatigue, over-strain, and lack of rest. The marvel of it is that men could undergo such a strain without breaking; but you have never yet broken, and history will appreciate that in days to come.
>
> "You men are about to enter one of the most serious engagements that ever faced the Canadian Corps. I cannot, at this moment, give any information as to where this attack will be staged, whether it be successful or not, it is to be borne in mind that it will not be an easy success.———We feel confident that you will succeed where others failed; for you have never yet failed in anything you have set your hand to, as a Canadian Corps.
>
> "You can go into this action feeling assured of this, and as the head of the Government, I give you this assurance; that you need have no fear that the Government and the Country will fail to show just appreciation of your service to the Country and Empire in what you are about to do and what you have already done.
>
> "The Government and the Country will consider it their first duty to see that a proper appreciation of your effort and of your courage is brought to the notice of the people at home, and it will always be our endeavour to so guide the attitude of Public Opinion, that the Country will support the Government to prove to the Returned Man its just and due appreciation of the inestimable value of the services rendered to the Country and Empire; and that no man, whether he goes back or whether he remains in Flanders, will have just cause to reproach the Government for having broken with the men who won and the men who died."

In these words Sir Robert, on behalf of the Government, entered into a contract every whit as binding as that between Canada and the holder of Victory Bonds. In a certain sense the contract was more solemn. The Victory Bonds were, after all, pretty much a business transaction. The contract between Canada and her men going Overseas reached beyond business into the realm of the ideal.

The Contribution of Veterans to Canada

The contribution which the veterans made to Canada was enormous. It is arguable, of course, if Canada really needed to go into war, and if her efforts need have been so great as they were, once she got herself involved. We must assume, however, that Canada had no honourable course open to her but to engage in the Great War and, being engaged in it, to put forth the effort which she did throughout the war years.

Under these circumstances the contribution which her veterans made to Canada cannot easily be exaggerated. It is a contribution which cannot be expressed in terms of dollars and cents. Who is to estimate, for example, the dollar valuation to be placed on Canada's freedom if, by an unhappy chance, Germany had won the war. How can the individual sacrifice of an infantry private in a muddy trench at Passchendaele be expressed in terms of a material contribution to Canada? All that can be said is that these men did their share in a common struggle that was finally successful.

The Contribution of the War to Canada

To what extent the war contributed to Canada's wealth and prosperity has always been a debatable question. On the one side is set the huge accumula-

tion of Public debt because of the war and the large sums paid out annually as pensions to those disabled through war service. On the other side is set the amazing development of industrial capacity and technique, the fortunes made by war profiteers, lumbermen, fishermen, and farmers alike, and, not least, the general heightening of salary scales which was attributable to war or immediately post-war conditions. In any event, however, there developed during the war a tax-payers' reserve that should still be available for the benefit of those who now feel they fought in vain.

THE DOMINION'S CASE

The Dominion of Canada had done well by her veterans. Perhaps no other country of the world has been so generous or so just in her treatment of those who fought for her in the Great War. Let us review what our country has done to provide for those who fought for her. The Dominion can present a good case for having acted handsomely.

The Pension Scale.—The first step in care for veterans was a scale of pensions to those who were handicapped in civil life by wounds received in action, or by sickness while in active service, and to dependents of those who were killed in action. We have already reviewed the steps by which a pension scale based upon British practice with respect to the permanent force, and to a large extent followed by Great Britain in her own pension scale, was successively increased until the present liberal pension scale was fixed by legislation.

No one could argue that this pension scale is not adequate in comparison to the scales of other countries. Nor is it inadequate in terms of the previous earning power of the great majority of the beneficiaries. It will bespeak the generosity of the Canadian Government to those who were disabled in service and to the dependents of those who fell.

This does not argue that these pensions give all their recipients a standard of living as good as they had before they enlisted. We have already had occasion to mention the injustices wrought by a pension system based on pre-war military organization. But they do take care of most of the recipients on an economic scale comparable to what they previously enjoyed, and they give many a standard of living that they could not possibly have hoped for in ordinary civilian life.

Canada has never taken the stand that a man should choose between his pension and a job. In Civil Service legislation there is actually a proviso that pensioners should get a preference over non-pensioners in applications for Government positions. Her stand was eminently sound. The Government could hardly expect private employers to give positions to pensioners with serious disabilities, unless these disabilities did not interfere with the efficiency of a man's work. On the other hand, no pension, no matter how high, is full compensation for a disability which prevents a man taking part in active life. To a normal vigorous man, to be condemned to idleness is a worse fate than to be condemned to poverty. Canada did not hesitate to imperil the efficiency of her Civil Service, by taking into employment a great many pensioners who were not fit physically, in her anxiety to care for those who had rendered service in the Great War to the extent of disability.

Special Schemes for Re-Establishment

The discharge by the Dominion Government of her obligation to the veteran did not rest with pensions. As has already been observed, Canada immediately after the war assumed responsibility for vocational training for pensioners and those who enlisted below the age of eighteen. The assumption was that these were handicapped by physical disability or by lack of opportunity prior to the war to train in trades. For those who were not eligible for vocational

training, and who wished to farm, the Government launched the elaborate Soldier Settlement Plan which placed 25,998 on the land at an original cost of $118,-831,487.57.

Both of these schemes for re-establishment were more than magnificent gestures. The first named was wisely conceived and well planned to aid the handicapped veteran in the painful process of readjustment to civil life and to give the country a group of men trained in the crafts who would otherwise have been untrained or unadjusted labour. From the veteran's point of view the interest taken in him was flattering and the outlet for this interest both pleasant and instructive. But from the country's point of view the results obtained fell short of some expectations. The same may be said of the schemes for Soldier Settlement. Not only were they designed to satisfy the ambition of many of the veterans in giving them ownership of farms, but they were calculated to add greatly to the production of agricultural products and, in this way, to the prosperity of the country.

The cost of both of these schemes for re-establishment was rather high. The expense associated with the former is known quite definitely; with the latter is known only by estimate. The Government can, however, form a good idea of how much actual outlay was involved in both plans.

Canada was the first country engaged in the war to recognize that the retraining of disabled veterans was an inescapable national problem, and vocational training of these men was commenced in 1915. In all 43,357 were trained in different trades, or were given the benefit of high school and university courses for a period of one year. Opinions with respect to vocational training differ. No one affirms that the results of the experiment came up to the expectations of its sponsors. On the other hand, no one would insist that it was a complete failure. The weight of evidence seems pretty solidly on the side of those who insist that the plan was a success. For success must be measured not merely in terms of the number of men who did or did not complete their courses but in terms of what would have happened to these men if training had not been provided. A great many looked upon the training period as a pleasant vacation with pay and allowances. Possibly these men would have been better off to have been forced to start earning for themselves as soon as they returned from overseas. But the great majority looked upon the training period as an opportunity to improve their prospects and completed their training in that spirit.

An analysis made some years ago of the results of the vocational training scheme gives these interesting results:—

	Per cent
Employed as trained	63·96
Employed otherwise	24·99
Total employed	88·95
Presumed employed	5·95
Not a success	0·51
Gone abroad	2·31
Sick	2·02
Deceased	0·26
Total	100·00

Any scheme which has only 0·51 per cent of its participants turn out as failures must have some merit.

There were obvious failures in the administration of the scheme which might have been remedied. But that was inevitable in a plan which was without precedent. The wonder is that the administration was as effective as it was. Certainly the results of vocational training justified the large expenditure.

This expenditure amounted to $27,838,420.61, spread over the whole period. It was not too high a price, by any means, to pay for training in the trades, were we sure that the training was beneficial. All too frequently a man was

trained in a trade for which he had no aptitude or liking. But of one thing there can be no doubt whatever. Canada made a determined effort to insure that her handicapped veterans were re-established.

The same may be said of her effort to get her veterans on the land. Any veteran was offered the privilege of settling either on raw land or improved farms under the terms of the Soldiers' Settlement Act. This Act provided for loans up to $5,000 for the purchase of land, and up to $3,000 for the purchase of stock and equipment, the whole to be amortized over a period of twenty years with interest at 5 per cent. Almost twenty years have elapsed since the scheme was put into effect, and it will be interesting to analyse its success or failure over this period.

There is tacit admission on all sides that the Soldiers' Settlement Scheme has been a disappointment. Of over 150,000 who expressed a desire to avail themselves of the scheme, only 31,360 actually went on the land, of whom 24,998 were assisted by the Soldiers' Settlement Board. On March 31, 1936, only 10,587 were still on the land. And of this number only 3,588 had an equity of 40 per cent in their farms.

But though there is this record of comparative failure of the men who settled under the scheme, there can be no doubt about the amount which Canada spent on it, and of her willingness on repeated occasions to meet the veterans more than half-way. True, some of these men were not given a chance. Much of the land was bought at the peak of prices, yet, despite the excess prices paid for land, there can be little doubt that the Soldiers' Settlement Scheme has been more than generous to the veterans who have come within its scope. Parliament time after time has striven to give the veteran land settlers the benefit of every doubt about their ability to pay. Canada has tried very hard to give these men more than justice.

This can be seen by glancing at the total expenditure under the Soldiers' Settlement Act. Naturally it is difficult to figure this because the Act is still in operation, and will be for some considerable time. The farms were all supposed to be paid for in a period of twenty years, but only 2,841 settlers have paid in full to date. Since 1925 no new loans have been granted. To this extent, then, the Soldiers' Settlement Act does not bear upon the present problem of unadjused veterans.

The Veterans' Preference

We have already had occasion to refer to the preference given to veterans under the Civil Service Act. Probably nothing that the Canadian Government has done has demonstrated more strikingly its anxiety to place the veteran in a preferred position in competition with the civilian population. As has already been stressed, this certainly was not the intention of the Government when the amendment to the Civil Service Act was passed. Rather its intention was merely to overcome the disadvantage under which those who had been overseas were labouring when they returned to find themselves in competition with those who had been schooling themselves in particular jobs for one, two, three, four or even five years. The disadvantage under which the veteran rested was apparent and onerous. The Veterans' Preference sought to overcome this.

But in maintaining the preference during the intervening years the Government has certainly gone beyond its original intention. For not only has the preference been actively enforced but the waiver of the age limit for veterans has created a preference within the preference. This is equally true of the special preferences given to pensioners who received disabilities which prevented their return to their pre-war occupations. For not only have they been in a preferred position with respect to the Civil Service—a position which has enabled men to obtain situations to which they could not hope to aspire if they had no disability—but they have received their pensions over and above their salaries,

and frequently these pensions were for total or near-total disabilities. Canada has deliberately run the risk of weakening the efficiency of her Civil Service in order to pay the debt she owed those who volunteered for service in her hour of peril.

How effective this preference has been is demonstrated by the table in Appendix V. When it is remembered that the veteran population of Canada has been each year in a declining ratio to the civilian population, that this civilian population includes women as well as men, and that every business institution in the country likes to recruit the personnel of its staff from among those who are just graduating from high schools or universities, this record stands out as a telling demonstration of the goodwill of the Government towards the veteran.

We heartily agree with the Veterans' Preference. For reasons already stated, we feel that the Federal Government has not only a special obligation towards the veteran but is the employer that can best afford to hire a class of employee that competes at a disadvantage in the ordinary labour market.

War Veterans' Insurance

A fourth gesture in the direction of the discharge of Canada's obligation to the veterans was made through War Veterans' Insurance. The Act making straight life insurance available to all veterans at rates very much lower than those offered by life insurance companies was passed in 1920, and insurance was first offered to veterans in 1921. The object of this insurance was twofold. First, it was designed to make insurance available to those veterans whom ordinary insurance companies looked upon as poor risks and, second, it was designed to encourage veterans to provide for their dependents in the event of death.

The rates offered were very favourable indeed—so much so that there was general expectation that the Government would lose heavily. Yet despite that fact, comparatively few veterans availed themselves of the opportunity to insure. In all $64,728,863.21 of insurance was placed before the scheme was closed in 1930. This was divided among 29,113 individuals or among less than 7 per cent of the total number of veterans. And rather than being a financial drain on the Government, it promises to cost the Government little or nothing.

In any event, the Returned Soldiers' Insurance Act was a commendable effort on the part of the Dominion Government to discharge its obligation to those who served in war. It was of great benefit to those who availed themselves of it, and it was available to all. That it may cost the Government nothing does not detract in the least from the merit which the Government should earn.

War Veterans' Allowance

Whatever the effectiveness of these Government schemes of rehabilitation, there came a time when a certain number of men could not be made self-supporting because of age or physical incapacity. The extraordinary hardships through which the veterans who saw active service had gone were recognized in the early post-war years. But it was some time before these hardships told on the men so obviously as to be observable to those associated with veterans in the mass. Then it became evident that there were numbers of veterans who may have been discharged as physically fit but who were pre-aged or finally rendered unfit physically by this war service. When men stand up to their knees in mud and water night after night, and day after day, they must eventually pay a price for their experience. And it was not very long until the price paid became recognizable by all. A considerable number of ex-service men were obviously unfit physically, and destitute, without sufficient pension to maintain themselves and their families, or with no pension at all, and well below the age of seventy, when they would be eligible for the Old Age Pension.

Under the circumstances it was inevitable that the veterans' associations should agitate for some means of taking care of these men, and equally inevitable that the Government of the day should decide on some method of doing so. The method was, however, unique. No other country had pioneered in this direction, and no other country attempted so directly to attack the problem of veteran distress.

After a meeting of a Parliamentary Committee of enquiry, and after hearing representations from the different veterans' associations, the War Veterans' Allowance Act of 1930 was passed unanimously by Parliament. It provided that the equivalent of the Old Age Pension, or $40 per month for a married man and $20 per month for a single man, should be available to any veteran who, having served in a theatre of actual war or was a disability pensioner, was without means, and had attained the age of sixty years, or who was incapable of supporting himself because of physical or mental unfitness.

This legislation won the approval of everyone and has since then been copied by Australia. It assumes pre-aging of veterans by reason of active service to the extent of ten years; it meets very directly the problem of veteran distress where it finds it; and it provides for a minimum of support of those who are quite unable to support themselves. Nor does it insist that its recipients be completely unable to support themselves. Under the legislation of 1930, which has been maintained under amendment since, the veteran was allowed without deduction to earn up to ten dollars per month and, if married, twenty dollars per month, to supplement his allowance.

By March 31, 1936, there were 8,820 recipients. In 1936 another Parliamentary Committee found existing legislation inadequate to meet the problem of veteran distress and an amendment to the War Veterans' Allowance Act was passed to provide for the Allowance at the age of fifty-five to those who served in a theatre of actual war, where it could be proved that the veteran was without means of support by reason of disability, pre-aging and general unfitness. Under this amendment the applications of a further eight hundred veterans have been approved. The total in receipt of War Veterans' Allowance on September 21, 1937, was 12,047.

The Veterans' Assistance Commission takes pleasure in reporting that the War Veterans' Allowance Act is approved by veteran, civilian, and social worker alike. The Commission heard no criticism of the Act by responsible people save in respect of the adequacy of the allowance and the difficulty of proving physical and mental unfitness at the age of fifty-five. The rate of the Allowance is determined by the Old Age Pension Law and it is difficult to see how this could be changed. The difficulty of proving eligibility at fifty-five is being met by a Board which takes a realistic view of the employment problem confronting a man of that age who is not fully fit, physically or mentally.

The Commission feels bound, however, to urge that the War Veterans' Allowance Act does not go far enough to meet the problem, in that there is a large number of veterans who are unemployed, and are unemployable in terms of the labour market, but are below the age of fifty-five. Furthermore, it feels that, in the light of actual experience, the amendment of 1936 was unduly restrictive. It feels impelled to submit a recommendation to make the War Veterans' Allowance available to veterans of any age who have seen service in a theatre of actual war who are, for all practical purposes, unfit.

Yet the fact that there are still veterans who are in need and outside the provisions of the Act does not detract from the effort which our Dominion had made to provide for those who served her. The existing legislation is a symbol of Canada's determination that no veteran who saw active service, and is physically or mentally incapable of supporting himself, should be in want or should be dependent for support on the uncertainties of municipal relief.

THE OBLIGATION OF THE DOMINION

Now that we have reviewed the effort which Canada has made with respect to the veteran, we can go on to remind the Dominion again of its obligation. This obligation can be discussed under two headings:

First: The sentimental;
Second: The practical.

THE SENTIMENTAL OBLIGATION

The sentimental obligation has already been stressed, but at the risk of embarrassing the great body of veterans we feel compelled to stress it again. We have no hesitation in saying that the great majority of Canadian veterans are embarrassed by any attempt to refer to the reality of the sacrifices which they made during the war, and to the generosity which Canada should display towards them. This sacrifice was made with no expectation of reward, and there is a general feeling on the part of the veteran that any reference to it damps the lustre of the service. We respect that feeling fully. On the other hand, however, we must urge that no self-depreciation on the part of the veterans should persuade Canada into forgetfulness of the reality of the sacrifice and of the debt which she owes to those who made it. Canada is under heavy sentimental obligation to the veteran who saw active service.

How far a sentimental obligation should be carried is, naturally, a moot question. The symbol of modern civilization is a social conscience. It is part of the obligation which the modern State owes to itself as well as to the sentiment of gratitude to care for every veteran who is in need and cannot care for himself.

THE PRACTICAL OBLIGATION

There is a practical obligation that is much more important than the sentimental. The Dominion of Canada owes it to herself not only to display that social conscience which features the ultimate in western civilization but to use her human resources in such a way as to contribute most to the happiness, welfare, and productiveness of her citizens. We have already urged that economic productiveness is not necessarily an end in itself. But it cannot be too strongly urged that as Canadian citizens are constituted at present, a very large part of their happiness is tied up with material things. There can be little doubt, moreover, that the tendency is more in this direction year after year. The content with simple things which featured the past is giving place to a yearning for the complex products of modern industrial society. Under these circumstances, Canada is not yet sufficiently wealthy to maintain a segment of her population on the idleness of relief. She must mobilize all her human resources for greater efficiency in production.

But always Canada is under practical obligation to remember that there is little excuse for social distress in a country as wealthy as herself. The vicious should pay a price for their vice; the foolish for their folly. But there is no justification for those being in want and misery who are unfortunate through no fault of their own. From a practical point of view Canada's institutions—social, political, and economic—cannot stand the strain imposed by such a paradox.

DIFFICULTIES ASSOCIATED WITH THE OBLIGATION OF THE DOMINION

The discharge of Canada's obligation to her veterans has been associated with grave difficulties. Not only has it been difficult to separate the deserving from the undeserving but it has been difficult to frame legislation which, while serving the interests of the veteran, did not prejudice the interests of the other classes of the community.

THE TENDENCY FOR THE PROVINCES AND MUNICIPALITIES TO QUESTION THEIR OBLIGATIONS TO VETERANS

The whole problem of care of the veteran is complicated by the different, and frequently conflicting, Governmental authorities. The Dominion Government has always assumed full responsibility for its pensioners. Not so, however, in the case of the non-pensioners who are classed as ordinary citizens and come under the same social legislation and benefits as other residents of their respective municipalities and provinces. None the less, the majority of unemployed veterans insist that they are wards of the Federal Government because they were enlisted by that Government, paid by that Government, and promised the never-failing gratitude of the country by representatives of that Government.

This attitude is shared by the Provinces and the Municipalities. True, in respect of the latter there is always the hope that they may succeed in shifting part of the burden of expense from themselves. But apart altogether from this hope, there is a feeling that the Federal Government has a responsibility towards the veterans that sets them off from ordinary citizens.

A PLEA FOR NEW EFFORT ON CANADA'S PART

This Commission is satisfied that many of the men who served in a threatre of actual war are now in a position of extreme want. Many of these received disabilities at that time that they are unable to prove, and are now to all intents and purposes unemployable. Yet they find it difficult to establish that fact for purposes of the War Veterans' Allowance. A great many others are only partially fit, partly at least because of the stress of war service, and unable to compete in the ordinary labour market with younger men. Others who would make productive workers and good citizens if properly guided have never been able to adjust themselves to post-war conditions. All these men deserve well from the nation. To the nation we make a plea for new effort on their behalf.

We do not urge this because of our desire to set the veterans off as a class to receive special benefits. In effect, they have been so set off ever since the war by a succession of Acts of legislation. But we feel that this legislation rather than conferring extraordinary benefits, merely righted the balance which had been against the returned man. Probably that balance is righted at the present time. Yet we have no hesitation whatsoever in urging upon Parliament the desirability of going further than it has gone to relieve distress among those of our former comrades who are unemployed and in dire straits.

We should hesitate to advocate new legislation for veterans were we assured that general social legislation adequate to meet the present need is either enacted or contemplated. Unhappily, the status of social legislation in Canada is uncertain. Before going on to present our recommendations it might be well to scrutinize the social legislation we have and cite what may be lacking.

There is, all too frequently, a tendency on the part of municipalities and provinces to neglect the veteran in the belief that he is a federal problem. There is besides, a great disparity in the social benefits available in the different provinces and municipalities. Uniformity of treatment could hardly be expected. Yet the lack of uniformity is staggering. All provinces now have Old Age Pension Legislation. Until quite recently one Canadian province had none. Most provinces have Mothers' Allowance Legislation; some have not yet provided this. Some cities have well-kept houses of industry; others have the opposite. Some cities pay high rates of relief to the unemployed; others a mere pittance.

THE GENERAL STATUS OF SOCIAL LEGISLATION

The status of social legislation in Canada is in doubt at present. Because of the Federal form of her Government and the powers accorded to the provinces under the British North America Act, Social Legislation was, in very large part, left to the provinces. It was inevitable that the provinces should make unequal progress in this respect. For a period one province would take the lead; in another period another province would be in the van; but always there were two or three provinces that lagged behind the others.

Attempts have been made from time to time to secure the passage of laws that would insure equal social conditions throughout the Dominion. But these attempts have failed because of the restrictions upon the Federal Government in the Acts of Confederation.

At the present time a Royal Commission is sitting on the relations between the provinces and the Dominion, and we do not doubt that from the deliberations of that body will come a formula for amending the British North America Act in such a way as to permit the passage of Social Legislation by the Dominion while retaining the essential autonomy of the provinces.

UNEMPLOYMENT INSURANCE

Naturally, a great part of this report would be redundant were an unemployment insurance act in operation. Nothing could be more false than the expectation that unemployment insurance will abolish unemployment. All it does is recognize that unemployment is an industrial accident, guarantee the payment of benefits to the victims of these industrial accidents, and establish the machinery whereby the workers easily, expeditiously, and surely get the benefit of these payments as soon as they lose employment, and secure employment again as soon as it is available. But in such a scheme of things the whole problem of unemployment relief and re-employment is put upon a business-like and thoroughly practical basis. We feel that a scientific approach to the problem of unemployment will not be made until there is a complete separation of the unemployables from the employables, as has been done in England, and all the employables are placed on an actuarial basis.

When this will be done remains uncertain. While this report was being written, the Federal Government addressed a letter to each of the Provincial Governments asking their permission to take the necessary steps to bring in a new Unemployment Act to replace that declared unconstitutional in 1936. The reception given to these letters has been favourable, but it may be some time before legislation can be passed.

HEALTH INSURANCE

Next to Unemployment Insurance the social legislation that is most interesting to this Commission is Health Insurance. In this respect Canada is very backward. Great Britain has had a Health Insurance Act since 1912, but in Canada the first venture in this field was that made by British Columbia in the present year and confirmed by a plebiscite at the recent Provincial elections. This is not a full-fledged Act as it is confined to the middle class in the income scale, but it is a hopeful start. In the other provinces there is not much evidence of Health Insurance legislation.

This is not only surprising but disturbing. We were much impressed on the occasion of our Public Sittings to see the evidences of ill-health in a group of men who were the finest physical specimens in the country when they enlisted. It is, of course, difficult to measure good health or ill health by a casual inspection. There is one test of ill-health, however, that is observable. The teeth of the veterans whom we saw were in a deplorable condition. How good health could possibly be retained with such poor teeth is difficult to understand.

It was perfectly obvious to us without being told (though we were told it on many occasions) that these veterans could not afford the dental treatment they needed. Certainly they could not afford the new sets of teeth that were dictated in most instances. Yet, it was equally obvious to us that the country could not afford the physical deterioration resulting from these bad teeth. Nor would there be any difficulty about inaugurating a national dental clinic that would not only insure periodic examination of teeth, but the replacement of the teeth of those whose health is now being impaired by poor mouths.

National Health Insurance along general lines presents greater difficulties. The rocks upon which the limited British Columbia Scheme came close to foundering show the diplomacy and skill that would probably be needed to launch a country-wide and general plan of this type. But the obvious difficulties should not be a deterrent. Canada can ill afford to maintain her present system of caring for the health of her people whereby the unfortunate in health are impoverished and all classes are encouraged to neglect a systematic program of care for their bodies. We feel that our appointment under the Department of Pensions and National Health obligates us to labour the obvious and remind Parliament that it is true of the nation what each man knows is true of himself, namely, that good health is the most valuable of assets, poor health the heaviest liability.

OLD AGE PENSIONS

Old Age Pensions are now Dominion wide. Although administration is under the control of the provinces, and to that extent variable, there is little in the working of the present Act that is open to criticism. We feel, however, that it is time there was a thorough revision of the basis upon which this Act rests.

We trust that in making these observations we shall not be accused of exceeding the bounds of our inquiry. The interests of the veteran are tied up with the interests of the body of citizenry at large and are affected to an equal degree by any short-coming of general social legislation.

We feel that the age at which the Old Age Pension is available is too high. In view of the intensity of modern industrial conditions and the greater speed of all our life, the man who has reached the age of sixty-five is entitled to a period of rest. Not only is he entitled to it, but there is an excellent chance that it will be forced on him. As we have already observed, few industries will now employ a man over the age of fifty, and most industries are weeding out their men of sixty-five. Tradesmen also usually slow up when they get to that age. Although we believe in the reality of the pre-aging of those who saw active service, we feel most insistently that a very large number of older civilians are doomed by present legislation to a mere existence for a space of years on the charity of relatives and friends. If the age limit at which Old Age Pensions are available were reduced to sixty-five, it would eliminate much social distress, while at the same time making room for younger people.

But the greatest fault in the present Old Age Pension Law is its restrictiveness. It is confined to the indigent, and to that extent serves as a reward for indigence. In effect, it tells the citizens of Canada that if they have been reckless in their expenditures, careless of the future, and slothful in their daily affairs the State will reward them at the age of seventy by a pension. But if they have been industrious, sober, and careful of their resources the State will tax them at the age of seventy for the support of those who are indigent. Nothing could be more calculated to discourage thrift and encourage thriftlessness than such a law.

The only escape from this dilemma is for the State to pension everyone at the age of seventy or at the age of sixty-five as the case may be, and put these pensions on a semi-contributory basis. The Dominion of Canada does not enquire of its Civil Servants when they reach the age of superannuation whether

they are millionaires or paupers. It pensions either on the same basis. It may be argued that this is merely a retirement plan to which the Civil Servant has contributed. Why should not the Old Age Pension be the same?

MOTHERS' ALLOWANCES

The Mothers' Allowance Legislation that Canada has in operation contains little that anyone could criticize. Yet, there is a lack of uniformity in its administration, and even in the legislation, that affects the interests of the veterans as a class. We hope that the Provinces will see fit to interpret the provisions of their laws more liberally to the end that this Allowance will be available to a much larger number of veterans who are physically or mentally unfit, but who, because they saw service in Canada and England only, do not come within the provisions of the War Veterans' Allowance Act, and cannot be included in the group for which this Commission makes recommendations.

HOMES FOR THE AGED

Most Counties in Ontario and the other older Provinces of Canada maintain homes for their aged poor. Many of these are beautiful places. Flower-bedecked lawns, a pleasant landscape, tasteful architecture, and a salubrious environment alike conspire to make a home a millionaire might envy. But no human artistry can escape the cold and clammy fact that these are direct descendants of the hated poor-house.

Old Age Pension Legislation and the War Veterans' Allowance Act alike are based on the theory that it is better to allow people to grow old gracefully in their own homes than to congregate them in specially designated homes for the aged. With this general sentiment we are in entire agreement. Furthermore, in view of the legacy of aversion and approbrium which the home for the aged has inherited from the poor-house, we would strongly deprecate any veteran who saw active service having to spend his declining years in a publicly supported home.

AN ANALYSIS OF STATISTICS

We have now reached the stage at which we must re-examine our problem in specific terms. While recognizing that this problem is an intensely personal one—that it is the adjustment of the personalities of one thousand and one John Does to the peculiar needs of niches in our social and industrial system—we must again present the bulk statistics which give a measure of our task. Rather than a re-presentation of statistics of the whole Dominion, however, we are going to present statistics taken from the Province of Ontario and from cities, towns, and villages between 35,000 and 500 in that Province. We feel that this will give an accurate cross-section of the veteran problem, not only because the statistics are drawn from the most populous Province but because they fall half-way between the extremes of large urban centres and rural districts.

The Commission classified 2,268 veterans in these centres on the basis of their physical fitness and attempted to secure supplementary information bearing on the problem of getting them employment or, at the very least, relief from their present distressed condition. These were men who had filled in our questionnaire between September 1, 1936, and February 1, 1937, as being unemployed and desirous of securing employment. This was a personal investigation conducted by a member of our staff.

FITNESS FOR EMPLOYMENT

The results of our classification were arresting. Of the total, 7·45 per cent were unknown to those who aided in the classification in the various centres. But because they were unknown, particularly to relief authorities, it is reasonable to suppose that they have been supporting themselves, and most probably

were employed a good part of their time. Of those whose identity was established, 55·3 per cent were physically fit; 31 per cent were only partially fit; and 13·7 per cent were unfit physically. These figures are staggering. That a total of 44·7 per cent, or close to one-half, of all the veterans whom we classified are unable to compete in the open labour market because of physical disability, presents the problem in its darkest hues.

WILLINGNESS FOR EMPLOYMENT

Nor is this all. Some of the men whom we were able to classify as fit for employment physically are unfit psychologically. Some part of this unfitness is temporary. The years of idleness and relief have inevitably taken their toll. But many of these men are the residuum of the whole veteran body—men who never worked and never will. Naturally the Commission is sensitive to the delicate nature of a discussion of this type. It wishes to warn Parliament that the statistics which it has secured are based on human judgment, fallible in themselves and subject to prejudice. But the fact remains that 9·3 per cent of the whole group of 2,268 were classified as fit physically, but unemployable by reason of inherent laziness, shiftlessness, and other well-known traits. A further 0·79 per cent were classified as fit physically but sub-normal mentally. And 1·15 per cent were classified as partially fit physically, but unemployable from a psychological point of view. This means that 11·24 per cent of the whole group falls within this category.

Obviously this is the most difficult group with which we have to deal. Because these men are fit physically they not only do not come within the scope of existing legislation, but they do not arouse our feelings of sympathy. More important still, they are the men who tend to bring the name of veteran into disrepute. Loud in their protestations of what they did for the country; blatant in their use of service buttons; willing always to play upon the fact that they saw active service, these men are very much more impressive on the general public than their numbers justify.

FINANCIAL POSITION

Comparatively few of the men who were classified had any financial means. Although we cannot be sure that the answers on our questionnaires are correct, they give a reasonably correct index of the financial competency of the group with which we deal. Ten per cent of these men had property with no encumbrances on it. Fourteen per cent had property with encumbrances. Seventy-six per cent had no property at all. As these men have passed the age period during which they might be expected to accumulate property, there is very little chance of three-quarters of these veterans ever being property owners. From the point of view of social discipline this situation is greatly to be deplored. From the point of view of the personal security and happiness of the veterans concerned it is tragic.

AGE-GROUPS

The data on age-groups are equally arresting. They show how difficult is the problem of employment of a permanent nature in the face of the keen competition now existing in the labour market. They are as follows:—

AGE-GROUPS

35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 and over
6,355	9,540	6,925	5,478	3,635	2,381

PERCENTAGES OF TOTAL

18·5	27·8	20·2	15·96	10·59	6·94*

* These data are based on the total registration as of oct. 7, 1937.

The veteran has added one year to his life since these data were secured. The average age of the group of 34,312 would be approximately 48 years at the present time. But as it may be assumed that those who have found work tend to be in the lower age groups, the average age of those now unemployed is probably close to 50 years.

CHANCE OF RE-ESTABLISHMENT

How much chance have these men of re-establishing themselves in gainful employment and again becoming economically independent of society at large? We are forced to the conclusion that the prospects are not too bright. It would be difficult to work out these chances on a mathematical basis because they depend so greatly upon variable sets of conditions. Our Honorary Local Committees have done good work in placing veterans in employment. We trust that their work will increase in significance. But a sizeable percentage of the whole group of unemployed veterans will have difficulty in securing work, and even if they secure work they will find it hard to become independent economically.

SEASONAL RE-EMPLOYMENT

When the group of 2,268 Ontario veterans was classified, it was found that 28·16 per cent of the total were employed. As this classification was made from April 1st to June 1st—or rather before the period of maximum employment—the percentage of those employed at a later date would undoubtedly run well over 30 per cent. Furthermore, we have already noticed that 7·45 per cent were unknown, and remarked that it is reasonable to suppose that most of these were employed in some capacity. We would estimate that on September 1st, of this year, 40 per cent of this Ontario group that had registered as unemployed would be actively employed.

Unhappily, however, this employment is not in great part permanent. Much of it is definitely seasonal. A great part of the remainder is semi-permanent, depending on a maintenance of existing good business conditions. As soon as depression again sets in, the greater part of those who thought they had found permanent jobs will again be without work.

In the face of this condition the chances of re-establishment on an economic basis are not too bright.

THE CASE FOR SOCIAL LEGISLATION

Under the circumstances, the case to be made out for social legislation of a permanent and far-reaching nature is very strong. The number of unfit demands legislation which will eliminate this group altogether. It is expected that a percentage of the partially fit will also be taken care of by this legislation. All groups want protection through social legislation from the cruelty of a highly competitive labour market, from the expensiveness of medical care, and from the fear of old age and poverty.

THE CASE OF THE VETERAN REAFFIRMED

We have now reached the point where we must summarize the argument in favour of further state aid for the particular class of society with which we were appointed to deal.

THE CLAIM TO SPECIAL PRIVILEGES

We feel that the veteran has a valid claim to special privileges. Not only is the Dominion Government under a heavy debt of obligation to the veteran because of his response to Canada's call in her hour of greatest need, but there has been repeated recognition of that obligation. We have already urged that

the obligation is not merely sentimental but contractual. The obligation of gratitude is the loftiest human sentiment. The obligation of the written bond is one which cannot be repudiated. We feel, as we are confident the country at large feels, that no matter what Canada has done to requite the services of her veterans, her obligation to them is not discharged while one of them walks the streets vainly in search of work, or while one of them is in distress. Canada has a general social obligation to all her citizens to provide them with work and to keep them from actual want. She has a special obligation to the veterans.

THE REJECTION OF SPECIAL PRIVILEGES

Yet the typical veteran wants no special privileges. He was glad to serve his country. He asks no reward for services. We think that we express the feelings of the vast majority of our fellow ex-service men when we say that the veteran resents bitterly having to come cap in hand to the Government for benefits that should be within the reach of every citizen of the country. In pleading for social legislation the veteran pleads for legislation that will reach all classes.

THE USE OF THE VETERAN AS AN EXPERIMENTAL GROUP IN SOCIAL LEGISLATION

But unhappily far-reaching social legislation is not within the power of the Dominion Government. The Veterans' Assistance Commission is hopeful that, as a result of deliberations of the Royal Commission on the relations between the Provinces and the Dominion, there will come a formula for amending the constitution in such a way as to make constitutional a program of legislation that will include unemployment insurance, health insurance, and a revision of the Old Age Pension Laws. The veteran, however, cannot wait for legislation of that type.

Should the Dominion Government want to experiment in social legislation, the veteran group presents no constitutional difficulty. Whether Canada wills it or no, the veteran feels that he should be able to look to the Dominion Government for succour in his distress, and in this feeling he is supported by both the Provinces and the Municipalities. The Dominion now assumes a responsibility for the Pensioners and, through War Veterans' Allowance and other legislation, has extended this responsibility to non-pensioners. We feel that the problem would be better met if the Dominion Government were to assume responsibility for the whole group of veterans who served in a theatre of actual war.

Were this responsibility assumed, nothing would be easier than to pioneer in social legislation for the whole body of citizens by legislating for this veteran group.

By using the veterans as an experimental group Canada would, then, not only requite an obligation of the past but would get for herself valuable experience in the benefits and pitfalls of further social legislation. The veteran would be served; Canada herself would be served. What more could Canada and her veterans ask?

THE REPORT

WORKSHOPS LIMITED

The problem of meeting the situation created by the attitude of employers who maintained that, while there may be many suitable men amongst the unemployed veterans seeking employment, the fact that they were out of condition through some years of unemployment, making it difficult to absorb them into industry under present competitive conditions, was given serious consideration by the Honorary Local Committee representing the Commission in Montreal.

After studying local conditions, the Committee decided to recommend the establishment of a Workshop in Montreal and a Company was incorporated under the name of Workshops Limited, a title that could be used by local Committees in other parts of Canada, subject, of course, to Provincial incorporation.

On the recommendation of the Commission and the Minister of Pensions and National Health, a grant was authorized by the Governor in Council.

The Workshop commenced its activities in February of this year and is now in active operation with eight trade divisions:

Architectural Bronze and Iron
Decorative Art
Furniture and Cabinet Making
Painting and Decorating
Shoemaking
Tailoring
Window Cleaning (discontinued September, 1937)
Waste Paper

The Montreal Workshop is not a Vetcraft Shop but was organized with the intention of reconditioning the unemployed veteran through making possible his transfer to remunerative employment in private industry. In order that the Workshop may fulfil its main objective, it is necessary that labour continue to revolve and, up to date, this has been the procedure adopted.

From the time that the Workshop was opened until October 31, 1937, the following numbers have been placed in employment: (These men were reconditioned in the Workshop)

Permanent—103

About ninety men are employed by the Workshop from week to week. The employment of these men by Workshops Limited and the placing of men in outside employment from time to time has meant a very considerable saving in relief costs. However, the value of this particular project in Montreal, which is bilingual, cannot possibly be estimated in dollars and cents.

The morale of the veterans benefited has vastly improved and their outlook for the future entirely changed. Their association with the activities of the Workshop has opened up opportunities previously denied to them and has enabled a number of hitherto unemployed veterans again to take their proper place in the community.

Because of the fact that the Workshops is still in its experimental stages, it is hardly possible for the Commission to predict its future.

This activity of our Honorary Local Committee in Montreal has proved to the unemployed ex-service men that a genuine effort is being made to assist them.

The operation of Workshops cannot by any means completely solve the problem of unemployment amongst ex-service men but, under certain conditions and in a city like Montreal, the effort is a worth while one and deserves to be encouraged.

In addition to the Montreal Workshop, the organization of Workshops in Regina and Saskatoon, Saskatchewan, has been approved and grants made by the Governor in Council.

The Regina project was incorporated in June last under the name of Regina Veterans' Workshops and, at date of writing this Report, the Workshop had started operation, their activities covering:—

Wrecking old and unused buildings for sale of salvaged material for building and repair operations.

Manufacture of staple wood articles such as tables, cabinets, wardrobes, etc., including toys for the Christmas trade.

Collection of salvage for repair and sale.

The Honorary Local Committee in Saskatoon incorporated under the name of Saskatoon Veterans' Workshop for the purpose of operating a Workshop in that particular city and a grant was authorized by the Governor in Council. Owing to local conditions, the Committee has not yet seen fit to open the Workshop.

In Moose Jaw, Saskatchewan, a small Workshop has been in operation for some time under the supervision of the War Veterans' Re-Establishment Association. In order to further the work of this shop, a Committee was incorporated under the name of Moose Jaw "War Veterans' Industry Committee."

As the Commission considered that the effort should be encouraged, it was recommended that a small sum of money be provided to the Committee for the purpose of assisting to finance the activities of the Workshop. The recommendation was endorsed by the Minister of Pensions and National Health and authorized by the Governor in Council.

PROBATIONAL TRAINING

The Probational Training scheme, for which the sum of $250,000 was provided, has met with success in a number of cities where industry is in an active condition.

The plan is designed to assist in securing steady employment for veterans who are anxious to follow their former or other suitable occupations, but who require a short period of training in order to regain efficiency.

Providing an employer will give reasonable assurance of steady employment, the Dominion Government on the recommendation of the Veterans' Assistance Commission, assists financially in the payment of wages, or salary, during the period required to regain such efficiency.

The employer who has signified his willingness to co-operate is asked to state what is the regular wage payable for the position it is proposed to fill, and what wage he is prepared to pay during a period of training. The Government pays the difference between these two amounts, provided that its contribution does not exceed $50 per month, for a period of not longer than three months.

In order to be eligible for this plan, it is necessary that the veteran shall have served with either the Canadian or Imperial Forces *in a theatre of actual war.*

The veteran must be registered with the Employment Service of Canada or the Veterans' Assistance Commission.

A veteran interested in the plan reports particulars of his qualifications and service to the nearest Veterans' Assistance Committee or, in places where no

Committee exists, to the nearest recognized Veterans' Association, or office of the Employment Service of Canada. He endeavours to find a prospective employer who will engage him under this plan, and if able to do so, submits full particulars, with satisfactory evidence that he will be given steady employment on the completion of training. Evidence of service in a theatre of actual war, such as copy of Discharge Certificate, has to accompany the application.

It will be noted that the legislation provides for the payment of allowances to veterans during a limited period of Probational Training under arrangement with prospective employers, also that men with service in the Imperial Forces, irrespective of period of residence in Canada, are eligible for the training.

The regulation, that an applicant must have an employer in sight, was made with the idea of getting away from a form of vocational training. In practice, this rule has undoubtedly prevented a number of veterans from deriving any benefit from the scheme.

From time to time ex-service men sit for Civil Service examinations and, through being rather backward in educational subjects, fail to pass the written examinations. In other cases, it is possible that a short period of coaching, or training, would fit a number of younger ex-service men for employment and enable them more readily to sell their services to employers.

It is believed that everything possible should be done to encourage an ex-service man to fit himself for employment.

In a number of the Provinces of Canada, there is an almost constant demand, particularly when industry is active, for labour where the applicant is in possession of an industrial First Aid Certificate and if veterans on the relief rolls are willing to study for this Certificate in their own time, they deserve to be encouraged by the payment of the fee of $10 from Government sources.

Attention is also directed to the fact that although the Montreal Workshops, under the supervision of the Commission's Honorary Local Committee in that city, is reconditioning men and sending them out to private employment, it cannot draw upon the Probational Training fund because no prospective employer is in sight at the time that the veteran is accepted for employment in the Workshops.

In placing men with employers, every care is taken to avoid the possibility of the scheme being used for the purpose of the veteran obtaining some cash allowance or of the employers obtaining cheap labour. Placements are made only where there is some definite promise or a reasonable hope of continuation of employment on the completion of training.

Although Probational Training for veterans was authorized only a few months ago, according to reports received, as at October 31, 1937, a total of 390 veterans were granted training, as follows:—

Ontario	215
Alberta	10
British Columbia	23
Manitoba	17
New Brunswick	1
Nova Scotia	39
Quebec	77
Saskatchewan	7
Prince Edward Island	1
Total	390

To show the interest taken in this effort by business firms, the Commission's Honorary Local Committee in Hamilton reported that the Dominion Foundries and Steel Company Limited had accepted for training, entirely at the expense of the firm, over twenty veterans.

Letters received from employers and from veterans who have been granted a training confirm the belief that much good has resulted and will result from the operation of this scheme.

Amongst the communications received from trainees is one which reads:—

> "I take the opportunity of expressing my thanks to you and your Department in having me placed under your plan of Probational Training, which will once again enable me to stand on my own feet and earn a living for myself and family. Of the many plans to benefit ex-service men, this is, in my opinion, one of the most effective."

Now that the Honorary Local Committees are better acquainted with the regulations and working of the Probational Training plan, the Commission anticipates that there will be a larger number of placements during the winter months, which should result in the permanent re-establishment of a number of our ex-service men.

TOOLS, EQUIPMENT, TRANSPORTATION, REPAYMENT FUND

Representations were made to the Commission that assistance should be granted to a veteran for the purpose of purchasing necessary tools and equipment to enable him to secure employment, or for the purpose of defraying the cost of transportation to a place of employment, when certain evidence has been submitted that employment at such place is available.

It was stated that there are certain districts in Canada where, owing to the fact that there were no large industries, it was difficult to get numbers of unemployed ex-service men into employment and that individual unemployed veterans might be able to obtain employment if they were in possession of the necessary tools and equipment.

On the recommendation of the Commission and the Minister, and approved by the Governor in Council, a sum of money was granted for this purpose and the following regulations adopted:—

That the maximum amount which can be expended in any individual case be fifty ($50) dollars for tools, equipment and transportation, or for tools and equipment only, when no transportation is issued; and that the maximum amount for transportation be ten ($10) dollars.

That the veteran must have served in a theatre of actual war.

That the veteran shall be capable and qualified to follow some recognized trade, such as carpenter, mason, plasterer, tinsmith, plumber.

That the veteran can produce evidence that, if assisted in the purchase of tools or by the issue of transportation, he can secure work at his trade.

That the ownership of any tools or equipment purchased under this authority shall be vested in the Honorary Local Committee in trust for the Department until the full value thereof, together with the cost of transportation, if any, has been paid by the veteran under arrangements to be made by the Commission through the Honorary Local Committee.

For various reasons, only a comparatively small number of unemployed veterans have availed themselves of the benefits of this scheme.

In handling Government funds, it is necessary to frame regulations that will, as far as possible, prevent unworthy people from being assisted and it is likely that the short delay involved in negotiating these loans may have proved somewhat inconvenient. However, the scheme does make is possible for any veteran who has definite prospects of employment to obtain, on his promise of repayment, tools, or transportation or both, when he is not in possession of the tools of his trade or if he has obtained employment some distance from his usual place of domicile.

CANADIAN CORPS OF COMMISSIONAIRES

After investigating the activities of Commissionaire Units established in Vancouver in 1927 and in Toronto in 1935, the Commission decided to recommend that a national headquarters be set up in Montreal under the leadership of Major-General W. B. M. King, C.M.G., D.S.O., V.D., General King having agreed to serve in an honorary capacity. The organization of a national body was made possible by a grant of money authorized by the Governor in Council and the taking over of the Dominion Charter that had been issued to Montreal veterans in 1925 but had not continued in active operation.

The Vancouver and Toronto Units have not yet affiliated with the national organization but they are co-operating in the work.

The Canadian Corps of Commissionaires is patterned on the original Corps organized in England in the year 1859. Since that time, over 100,000 Imperial ex-service men have served in the ranks of the Old Country organization.

The qualifications for admittance to the Canadian Corps of Commissionaires are:

> "Any man who served in His Majesty's Forces during the Great War is eligible to become a member provided his application is accepted by the Directors of the Local Branch or Unit."

The regulations also provide for entry into the Corps without war service where applicants have served four years in the permanent forces or a militia unit, so that there will always be a steady supply of recruits for the Corps in future years. Meantime, of course, and for some years to come, the Corps will be recruited from the ranks of those who have seen war service.

Shortly after accepting the duty of organizing the Corps of Commissionaires in Canada, Major General King visited the larger cities and, as a result, Boards of Governors have been appointed in Montreal, Halifax, Quebec City, Hamilton, London, Windsor, Winnipeg, Regina and Calgary.

At date of completing this Report, Commissionaires had obtained employment in Montreal, Halifax, Hamilton and Calgary. It is expected that very shortly the Units organized in the other cities will report progress.

A further effort has been made to organize Units in Saint John, Saskatoon, Edmonton, Victoria and Ottawa.

Included in the activities of the Montreal Unit is the organization of a Tourist Guide service and, while certain opposition was met with from similar services in that city, it is felt that in future years there will be seasonal employment, as Tourist Guides, for from 35 to 50 Commissionaires.

As a permanent body is being built up in the Canadian Corps of Commissionaires and as it is very necessary to build on a sound foundation, the Commission believes that organization cannot be satisfactorily completed by the end of the present fiscal year, March 31, 1938.

Eventually it is hoped to enrol from 500 to 800 men in the Corps.

POPPY FUND OF TORONTO INCORPORATED

Representations were made to the Commission by the Directors of Poppy Fund of Toronto Incorporated asking for a grant towards the cost of purchasing a building in Toronto.

The Toronto Poppy Fund organization has operated an Industrial Department for a number of years and now employs about 100 ex-service persons. They also operate a Salvage Department and have other activities in connection with the welfare of ex-service men and their dependents. In the Salvage Depart-

ment 20 tons of materials are sorted each day. The sale of paper stock, rags, metals, etcetera, provides wages for the men employed. The Industrial Plant collects furniture, clothing and footwear, which is then repaired and distributed to worthy cases of indigent ex-service men.

In view of the fact that the operation of an industry of this kind in Toronto by the Poppy Fund Committee made it unnecessary for the Veterans' Assistance Commission to establish a Workshop in that particular city, the Commission's recommendation:

> THAT a grant should be given to Poppy Fund of Toronto towards the cost of purchasing a building to accommodate their activities,

was endorsed by the Minister of Pensions and National Health and approved by the Governor in Council.

DISABLED VETERANS (AMPUTATIONS)

The Amputations' Association of the Great War made representations to the Commission in connection with the number of unemployed "Amps" who were unable to obtain employment. It was suggested that the Commission should agree to recommend that a small grant be made to the Amputations' Association, this to be used for the purpose of employing a Placement Officer charged with the duty of obtaining employment for this particular group of ex-service men.

After investigating the problem, the Commission recommended:

> THAT a grant be made to the Amputations' Association for this purpose and that the Placement Officer co-operate as closely as possible with the Honorary Local Committee in Toronto and the Employment Service of Canada.

This was endorsed by the Minister of Pensions and National Health and approved by the Governor in Council.

SMALL HOLDINGS

During the sittings held throughout Canada by the Veterans' Assistance Commission, the placing of unemployed veterans on Small Holdings was urged by different ex-service men's organizations and by ex-service men who appeared before the Commission in person. The "back-to-the-land" plan seemed to many to be the means of getting numbers of unemployed veterans back to the condition of being self-supporting.

The "back-to-the-land" movement is not new. Even in highly industrialized countries that movement is supported and it may, and would, have a better chance of success in these countries than in an already well organized agricultural country. In the highly industrialized countries food has either to be grown or imported. In Canada one of the main (if not the main) industries is agriculture and while a "back-to-the-land" movement might be the "easiest" way of becoming self-supporting, it does not follow that it would be the most successful way.

After the war, a number of countries tried out schemes to put ex-service men on to farms but it cannot be fairly said that they were successful. In Canada, during the years 1918, 1919 and 1920, some 25,000 veterans were placed on farms. The success or non-success of this scheme would not warrant the placing of large numbers on even smaller acreages on which to take up intensified market gardening or other production, such as chicken raising or bee keeping. A number of legislative reductions were made in order to make the Soldier Settlement Scheme a success but after 17 or 18 years there are only about 40 per cent of

the original soldier settlers on their lands, and of this 40 per cent some 32 per cent have an equity of 40 per cent or more in their farms; or, in relation to the 25,000 originally placed, the percentage of those who have 40 per cent equity or more is 14 per cent; or, putting it in numbers, out of every hundred veterans placed on the land in 1918, 1919 and 1920, there are, in 1937, 14 who have 40 per cent or more equity.

It must also be stated that 2,841, or about 11½ per cent, of those originally placed have paid for their farms. This would mean that about 25 per cent of the original settlers can be said to have had full or reasonable success. This would warrant something being done in placing veterans on land. The Commission was desirous of implementing the many representations made to it and recommended that 50 unemployed veterans be placed on Small Holdings. These experiments were placed under the direct control of the Special Committees appointed at Toronto, Windsor and Winnipeg.

Two of the experiments (Toronto and Windsor) are in the nature of community settlements. The Winnipeg Honorary Local Committee decided that for the prairies the community system was not the best plan, so adopted the individual Small Holdings scheme. A description of each of these plans is given herewith.

Coronation Gardens (Toronto)

This is the name given to a Small Holding project being undertaken by the Honorary Local Committee at Toronto for the purpose of placing pensioners on relief on small plots of land. This land is located about seven miles north of Whitby and two miles west of the village of Brooklin and is about half a mile north of Number 7 highway, which is paved. Schools, both public and secondary, are within reach of those who attend either of these schools.

These Gardens are composed of 50 acres of good friable clay loam with a clayey subsoil. Good water is available by the digging of wells about 25 feet deep. The land has a northern exposure and overlooks a narrow, fertile valley. The drainage is splendid. Forty acres of this land has been subdivided into plots of four acres each and on each plot has been built a one-storey house, 22 feet by 24 feet with full cement basement, and there is lean-to kitchen or shed, 12 feet by 22 feet on the south side. The buildings are nicely painted. The township road which runs in front of these houses has been widened and gravelled and ditches made to carry the surplus water draining off the land. The Hydro Commission has constructed hydro lines along the road and each house can be supplied with electricity for light, heat and power, if so desired.

The Toronto Local Committee has made a careful selection of ten families now living on these plots. They are all pensioners who had been on relief. The total number of men, women and children is 50.

The land is in a good state of cultivation, was well fertilized last spring and during 1937 the west 20 acres were sown to a mixture of oats and barley, and with it a nurse crop of alfalfa. There was a very good crop of grain and there is good promise for an alfalfa crop for 1938. Whether this alfalfa crop will be cut for fodder or ploughed down for fertilization will depend on the individual plot holder.

The balance of the 20 acres, except what has been taken out for building space, was planted to potatoes and other vegetables, providing not only potatoes and vegetables for those living on the plots, but the surplus will be sold by the Local Committee. All this cropping was done under the direct control of the Toronto Local Committee for 1937.

For 1938 each family will take charge of, and cultivate, his own plot. The families placed seem satisfied and contented and much happier than being in the city on relief. Having pensions and their plots under good cultivation they will be able to earn a livelihood and bring up their families under healthy surroundings.

There will be diversified ways of endeavouring to make plots productive and paying. Each family will be given practical advice along the line of gardening it desires to undertake and, in this way, will be able to supply for sale a variety of food stuffs.

It is the intention of the Toronto Local Committee to subdivide the balance of the 50 acres, which is 10 acres, and settle three more families. The project is experimental and it will be some months before it is possible to determine its actual success from an economic point of view. It has already been demonstrated that it is possible for a settler to produce from his acreage at least 75 per cent of the food required. The living conditions are very much superior to what they were previous to his being located on the land, and this will be a very potent factor in producing healthier and better citizens of the future.

If our hopes are realized, the plan can be expanded. In the course of the next two years, it will be possible to determine definitely the feasibility of this plan from every angle. At that time, if it be successful, it provides one way in which a certain number of pensioners can be taken care of in the future.

These families are not given title to the property nor are they given agreements to purchase. They are what might be called "tenants at will" as they fully understand that the Local Committee has the right, if the family is not making satisfactory progress or show that they are not suited for this type of work, to have them removed. If a family shows that a success can be made of Small Holdings and desires to purchase same, an agreement for sale may then be entered into.

Windsor Small Holdings

This scheme is somewhat different from the one undertaken by the Toronto Local Committee, in that while the Toronto project is some 35 miles from that city, the Windsor scheme is only two miles from the City Hall, as the crow flies, but due to railway embankments it is about three miles by the road.

The Windsor Honorary Local Committee was fortunate in being able to purchase 129 acres at a very reasonable price. This acreage faces on a very fine paved street and is located on the south side of the street. The whole frontage had been subdivided into 25 foot by 100 foot lots and a few of them had been built on. The depression years took their toll on suburban speculation (as well as other kinds), with the result that unpaid taxes caused the lots to become the property of the municipality, or else title was obtained by their being sold for taxes.

The Windsor Committee was, in this way, able to get not only the frontage on the paved street but the block of lands behind it as well, making up the acreage already stated. The land is clay loam, rather low-lying but it has been surface-drained, and steps are now being taken to put in tile drains.

The present promise is that the district where this property is located will, at an early date, become the scene of expansion as a suburb of the city of Greater Windsor. To the north of it, within half a mile or so, are very fine dwellings and to the east is a very well equipped secondary school, which has both day and boarding pupils. The school maintains buses to take the day pupils to and from the school. Across the paved street on the north side, the land has also been surveyed into building lots. Some of these are built on and some are on the market for sale. All this has been stated to show that the property which has been purchased would appear to have increasing values.

The plan of the Windsor Local Committee is to place 20 veteran families now on relief on this property, each to have about four acres of land; and the lots fronting the street have been so divided that each settler will have this street frontage. These 20 families will take up the full street frontage and to do this will require about 80 acres, leaving a balance of 49 acres which later on may either be subdivided for the placing of more veteran families or may be sold.

Along the paved street there is a water main and on the side street are the hydro lines. Since this land is situated so close to the city it has been considered advisable not to build the cheaper houses but to secure, if possible, bungalows consisting of from four to six rooms. It has been possible to locate some of these in Windsor at a price within that set for the regular buildings. The sale price includes the moving of the houses on to the lots, together with all the material that was used for the basements. These houses are equipped with plumbing and electrical fixtures, all of which go with the buildings. When they are placed on the lots and put on their new basements, they will form an attractive street of well-built and well-equipped houses.

The land is now being brought under cultivation and next spring will be in condition for whatever kind of program the individual veteran desires to follow. He will be given expert advice for three years. The Windsor Local Committee has full control of the project. The veteran and his family will have to demonstrate that they can be reasonably successful in their endeavours to become self-supporting. If this be done, an agreement to purchase by the veteran will be considered.

As in other projects of a similar kind, the veteran placed on these Small Holdings distinctly understands that he has to demonstrate that he can make the success hoped for, otherwise he will not be allowed to remain.

Winnipeg Small Holdings

While Toronto and Windsor Honorary Local Committees decided on Small Holdings in a community, the Winnipeg Committee decided that they would try individual Small Holdings, and placed ten pensioned veterans. They did this for two reasons:—

1. On account of the length of the winters on the prairies, when no work could be done on the land, the small plots of from three to four acres could not be developed to such an extent that it would result in the occupant becoming self-supporting.
2. There were a number of very desirable parcels of land with buildings and outbuildings that could be purchased at a very reasonable price.

These parcels were within easy reach of the Winnipeg market and the larger acreages allowed for farm operations other than market gardening. The buildings were in very good state of repair and the lands were in such a condition of cultivation and improvement that they could almost immediately become more or less revenue producing. These holdings contained enough acreage that the settler could keep one or two cows, some pigs, chickens, and grow feed for them. Some of them were already planted in small fruits.

The Winnipeg Committee is of the opinion that when those settled on these holdings get them into a good state of cultivation and production, they see no reason why they should not become self-supporting.

The land and buildings have been purchased at such a price that should the settlers decide to buy, (and there is evidence of their intention to do so) they should have no difficulty in being able to pay for them.

The Veterans' Assistance Commission, after having these holdings carefully inspected, is quite confident that these settlers, under the guidance and direction of the Winnipeg Honorary Local Committee, can make a success of the undertakings. Since the opportunity is there, the success will depend on the individual. Should the individual reach the conclusion that he could not make a success he will be replaced by another veteran. If, for any reason, it should be necessary to re-sell any of these holdings to other than veterans, they are so situated and in such a state of improved cultivation, and purchased at such a price, that there would be no financial loss.

EMPLOYMENT OF OLDER TYPE OF VETERAN WITH DOMINION, PROVINCIAL, MUNICIPAL GOVERNMENTS AND PRIVATE BUSINESS FIRMS

The Commission met with requests that more sympathetic consideration be given to the employment of the older type of veterans in suitable positions, for which they are qualified, with the Dominion and Provincial Governments, also cities, municipalities and private business firms.

It was stated that, owing to the fact that pension superannuation and group insurance schemes were in existence, it was practically impossible for otherwise qualified veterans, because of their age, to secure employment, owing to the feeling on the part of employers that when the time came for the veteran to retire, at the age limit, he would not have earned sufficient superannuation or pension.

There is no doubt but that the employment of very suitable men is prejudiced because of the age limit set by private business firms or corporations and also by the regulations in existence in the Dominion, Provincial and Municipal Government services.

There are many positions that could be "suitably filled by veterans who, at the present time, are refused employment because of age" and in view of the fact that the veteran who was domiciled in Canada and who saw service in a theatre of actual war can eventually qualify for War Veterans' Allowance, etc., it is believed that this difficulty can be met, providing that the employers are willing to co-operate.

EMPLOYMENT OF VETERANS ON DOMINION-PROVINCIAL PROJECTS

Representations were made by Honorary Local Committees covering the employment of veterans on projects financed by the Dominion and Provincial Governments.

It was stated that veterans in receipt of small pensions for war disability and relief assistance from the Department of Pensions and National Health, Ottawa, had been refused employment on these projects.

It was said also that veterans who were able to carry on during the first three months of the year, and who were not in receipt of relief for all or part of that period, found it difficult to obtain employment on the projects financed jointly by the Dominion and Provincial authorities. The Commission is of the opinion that in all projects where part of the cost is borne by the Dominion Government, definite provision should be made for a number of veterans to be employed and they have recommended accordingly.

SUPERANNUATION OR PENSION OF FEDERAL CIVIL SERVANTS AND SERVICE IN THE GREAT WAR

The Civil Service Superannuation Act and other Acts provide for inclusion of period of service overseas in the Great War, when computing superannuation or pension allowances to be paid members of the Civil Service, members of the permanent active militia and members of the Royal Canadian Mounted Police, on retirement from the Service:

1. Where the member of the Civil Service concerned was absent on active service, either with or without leave of absence;
2. Officers and members of the permanent active militia, if otherwise qualified;
3. Members of the Royal Canadian Mounted Police.

The Civil Service Superannuation Act *does not* provide for recognition of period of service in the Great War, when computing superannuation allowance on retirement, of those members who:

1. Resigned from the Civil Service of Canada in order to proceed overseas for service in the Great War.
2. Those members who have been absorbed into the Civil Service since their return from service overseas, in the Great War.

The Commission feels that service in His Majesty's Forces overseas represents the highest form of public service which any individual can afford to the state and, consequently, that men who in an emergency voluntarily offered their services are entitled to every possible consideration.

The Parliament of Canada has, as we have already indicated, accorded the privilege of counting service overseas in the Great War, for superannuation or pension allowances, to members of the permanent active militia, or Royal Canadian Mounted Police, even although they joined these services after discharge from service in His Majesty's Forces.

CIVIL SERVICE PREFERENCE TO NON-PENSIONERS

The attention of the Commission was directed to the difficulty that an otherwise qualified veteran has, when he is not in receipt of a war disability pension, in competing for positions in the Civil Service of Canada. Under present regulations, the veteran in receipt of a disability pension is given preference over the non-pensioned veteran.

As it is now many years since the termination of the Great War, the Commission feels that this discrimination between the pensioner and non-pensioner, which may have been justified in the early years after the war, should be removed.

There is no doubt that non-pensioned veterans have time after time competed for Civil Service positions and that some of them would have been appointed had extra preference not been given to the pensioner.

As there are a number of non-pensioned veterans suffering from disabilities that they cannot prove to be due directly or indirectly to war service, the members of the Commission feel justified in giving consideration to the representations of the veterans who are not in receipt of pensions for war disability.

IMPERIAL VETERANS

In the Interim Report of the Commission, attention was directed to the plight of a number of Imperial veterans who came to Canada after the end of the Great War.

In leaving the land of their birth, these men sacrificed, for all time, benefits accruing to them under advanced social legislation in Great Britain and the indigent condition in which some of them now find themselves in Canada will, no doubt, have an adverse effect on future immigration to this country.

We understand that, as the result of representations made from time to time by the Canadian Legion, the United Services Fund of Great Britain has voted the sum of $25,000, this money to be expended for the welfare of indigent Imperial veterans in Canada. Whilst this assistance will be of considerable help to some of the more distressed cases, it will not solve the problem and we have been informed that no further grants can be expected from the United Services Fund.

HOSPITALIZATION OF IMPERIAL VETERANS

According to representations made to the Commission, it would appear that upon occasion delay takes place in dealing with applications for treatment and hospitalization of Imperial veterans, now resident in Canada, who suffer some war disability.

To the best of our information, the procedure is:

1. In the case of an Ex-Imperial in receipt of disability pension, if there be a record of the pension disability in the office of the Local Unit of the Department of Pensions and National Health, no delay takes place in rendering hospitalization, etcetera.
2. If the pensioner concerned has provided information covering his Canadian address to the representative of the Imperial Ministry of Pensions, Ottawa, but if there be no record on the local Department of Pensions and National Health file, the approval for hospitalization and treatment has to be given by the Ministry representative at Ottawa.
3. If there be no record available either in the office of the Imperial Ministry representative or the Local Unit of the Department of Pensions and National Health, then it is necessary for the Imperial representative to cable to the British Ministry in England for approval, when hospitalization and treatment are required.
4. Generally speaking, in most of the cases where there is delay in obtaining approval for medical treatment or hospitalization of Ex-Imperials, it is found that the veteran concerned was in receipt of a pension which was commuted. In a number of those cases, no record is available in the office of the Imperial Ministry at Ottawa or on the file of the Local Unit of the Department of Pensions and National Health, with the result that very often a cable has to be forwarded to the Imperial Ministry in London, England, requesting the necessary approval.

VETERANS WHO SERVED IN A THEATRE OF ACTUAL WAR IN CAMPAIGNS PRIOR TO THE GREAT WAR

The Commission received representations on behalf of indigent veterans who had served in campaigns, in a theatre of actual war, prior to the Great War.

It was demonstrated to the satisfaction of the members of the Commission that each war had its own peculiar problems and hardships and it was felt that some consideration should be given to the claims of these veterans who are sixty years of age and over.

TRANSIENT VETERANS

The Commission received representations concerning the rather serious problem of transient veterans, many of whom, by their own voluntary act, have lost their place of domicile and sacrificed relief privileges.

Whilst the Commission has every sympathy with ex-service men who endeavour to seek employment, yet we feel that the practice of migrating from one place to another without definite work in sight should be strongly discouraged.

The argument was presented that because these men fought for Canada and not for any particular Province, they should be accepted as a responsibility of the Dominion Government.

If the Dominion authorities agree to accept "transients" as a special class for relief assistance, then there is no doubt but that a larger number of veterans, and others, would be tempted to make tours by box car through Canada and thus further increase unemployment difficulties in some parts of the country.

It is generally agreed that the transfer of labour should be carried out under Dominion control and supervision and that this is an aspect of the question that might be considered further by the National Employment Commission.

Should the Dominion Government eventually agree to accept responsibility for payment of relief assistance to all unemployed veterans who saw service in a theatre of actual war, then the problem of transient veterans would be solved.

RADIO LICENCES

In the course of our public sittings, and in correspondence which has been conducted since then, the suggestion was urgently made that the sale of Radio Licences be reserved to veterans. In this suggestion, the Veterans' Assistance Commission heartily concurs, with the proviso that veterans employed in this capacity be among those whom we have classified as " Partially Fit " for ordinary employment. And for such work we feel that unemployed, partially fit veterans are admirably suited, and uniquely deserving.

HONORARY LOCAL COMMITTEES

When the Commission held its sessions in different cities throughout Canada representations were made that the unemployed veterans were not favourably considered for employment by employers of labour and because of their age or pre-aging, so called, they were not dependable. The people who made these representations inferred that no veteran could get employment or, in other words, that all those who had overseas service were unemployed and could not get any employment. Evidence of this kind was given mostly by those who might be called agitators, but the Commission has no desire to class them as such. That they were sincere, there is no doubt.

These self-appointed missionaries joined the recognized veterans' organizations but, not being able to get any action on their views, became quite vocal and succeeded in getting a number of followers and formed new veteran organizations. Many of these new members still refused to follow their new leaders, with the result that the missionaries proceeded to form another organization dependent mostly on public support and became still more vocal.

Through letters to the press and reports of their meetings, they received a good deal of public notice. In this way they were endeavouring to impress on the public and employers of labour, that the war had such an effect on the veterans that they could not do a day's work even if they did get a chance. The result of all this was that when veterans applied for work they were very often received coldly. This for the very good reason that since some of these self-appointed leaders had proclaimed and impressed on employers that veterans were incapable of doing a day's work and could not compete with the younger men, the veteran on seeking employment and not getting it became discouraged and many of them actually came to believe that any chance of securing employment was hopeless. Something had to be done to off-set this condition because those who were doing their best to poison the minds of employers against the employment of veterans were not giving the factual conditions. As has been stated, these leaders gave the impression that nearly all the veterans were unemployable.

The facts are that out of a total enlistment of 619,636, there were 346,531 who went to a theatre of actual war. Of these, 59,544 were killed in action or died of wounds or disease. The balance of 286,987 returned to Canada, and of these it is estimated that between 30,000 and 40,000 have died during the past two decades. Of the survivors of those who served in a theatre of war, approximately 70,000 are pensioners of the total pension list of 79,789. Despite the

handicaps under which pensioners have operated, only 9,224 of this total number were on relief in March, 1937, and by September, 1937, this number had been reduced to 6,656. This means that 2,568, or 28 per cent of those on Pensioners' Relief had gone off relief between March and September, 1937, and we are confident that the percentage finding work is even higher among non-pensioners on relief.

This disproves the allegation that all veterans were unemployable. Moreover, it disproves a contention frequently expressed that once they go on relief they prefer to stay on it. We are confident that the facts prove that most veterans will go off relief when work is available even when a slight financial sacrifice must be made, granted always that there is reasonable permanency in the work. The great problem is to find employment.

Under the Veterans' Assistance Commission Act, the Commission was empowered to recommend the appointment of what are called Honorary Local Committees in some of the larger centres of population in Canada. In order to have these Committees do their best work on behalf of the veterans they would have to be composed of the leading industrialists, employers of labour, business and professional men and leaders of labour, and these selections were made regardless of political or religious affiliations. The aim was to secure the best men possible to take the lead in getting the veteran reinstated in his rightful place in the public mind.

The Commission was successful in getting these Honorary Local Committees formed and not one per cent of those asked to become members refused. All veterans should feel complimented that so many business men—both veteran and non-veteran—gave so much of their time, thought and energy, without remuneration, to the study of, and helped to arrive at a solution of, the unemployment problem amongst veterans. It is a very interesting fact that after nearly twenty years since the Armistice, some of the non-veteran members of these Committees were the most desirous of seeing that veterans got employment. They thought, and said so emphatically, Canada owed something to those who served in the battlefields of France.

The Veterans' Assistance Commission Act gave these Honorary Local Committees certain duties under Section 7 of the Act:—

> "7. The Commission, with the approval of the Minister, may appoint honorary local committees composed of persons resident in any locality willing—
>
> (*a*) to assist the Commission in obtaining information relating to veterans which may be required for the classification of unemployed veterans;
>
> (*b*) to investigate and report to the Commission upon measures and means in respect to the employment of veterans;
>
> (*c*) to assist the Commission in enlisting the co-operation of employers' and employees' associations as well as of such other public and private agencies as may be in a position to provide employment for veterans;
>
> (*d*) to aid the Commission in any other way in carrying out the provisions of this Act."

These Committees took their work seriously and made many suggestions as to how to get veterans into employment, such as opening up of workshops, development of small land holdings, probational training, etcetera, and these are dealt with elsewhere in this Report.

In securing the completion of the questionnaires and in their classification, these Local Committees were very useful. They were able to interview a large number of those who signed the questionnaire and, in this way, form an estimate of their employability.

These Local Committees have placed the true facts of unemployment of war veterans before employers of labour and by so doing have shown them conclusively that on the whole the unemployed veteran is not only willing to work but is capable and trustworthy. The result of their work has been such that at no time since the war has the veteran been in such good favour either in the public mind or in the industrial field.

The result has been that, through the efforts of these Honorary Local Committees, as at the first of November, 1937, 1,872 have been recorded as placed in permanent employment, 4,539 in temporary employment, and 2,632 in casual employment. Furthermore, there is evidence to show that the activities of the Local Committees have created much employment of which we have no record and their recommendations suggested to the Commission many of the conclusions and recommendations contained in this Report. Reference has already been made to the reduction in the number of pensioners on relief as between March and September, 1937. A definite and fair inference may be drawn from this—that a pensioner on relief will give up this unemployment assistance when he can get work that will pay him better, and afford him a reasonable degree of security.

Before recommending temporary allowances be granted to single and married unemployed veterans who saw service in a theatre of actual war,* this Commission established these facts:—

1. Veterans are anxious to work;
2. Employers are willing to employ them.

And granted such temporary maintenance, we are confident that they will relinquish it readily, even eagerly, as soon as they find work, provided always that the remuneration offered for this work is not less than the nominal rates suggested for the allowance. In securing this work, the activities of the Honorary Local Committees will be invaluable. Veterans have reason to be grateful for the fine work done by the Honorary Local Committees on their behalf, in bringing about the good opinion Canada has for them.

The Commission wishes to record that it is highly appreciative of the good work done by these Honorary Local Committees and of the assistance they have given the Commission's endeavours to find a solution to the problem of the unemployed veteran.†

EMPLOYMENT OF VETERANS AND SURVEY OF FEDERAL GOVERNMENT DEPARTMENTS

The Commission is in this Report reaffirming the recommendation made in its Interim Report covering the Survey of Government Departments, this Survey to be made in order to ascertain if there are any departments where a larger number of veterans can be employed.

In connection with Dominion Government employment, the Minister of National Defence has stated definitely that preference will be given to veterans of the Great War and to members of the non-permanent forces on all projects that come within the jurisdiction of the Department of National Defence.

VETCRAFT WORKSHOPS

A number of proposals were submitted to the Commission in regard to establishing additional Vetcraft Workshops in Canada.

* See Recommendations of the Commission.
† The composition of the Honorary Local Committees will be found in Appendix I A.

Some years ago the Government authorized the establishment of Vetcraft Workshops in the larger cities in Canada. The intention was that after the veteran had been given training in Vetcraft work, he should be placed in industrial employment. Only for a time did this procedure meet with success.

Only three Vetcraft Workshops are now in existence, one in Montreal and one in Toronto, financed by the Dominion Government. The other one is located in Victoria, British Columbia, and is maintained in part by the Dominion Government and in part by the Red Cross Society.

We find that labour does not revolve in these shops with the result that they provide only more or less permanent employment for a comparatively few veterans in receipt of War Disability Pension.

Without in any way suggesting that the continuation of the Vetcraft Shops now in existence should be curtailed, the Commission feels that it must recommend against the establishment of any additional Vetcraft Workshops in Canada.

HIGHWAY PATROL

In Britain there is an organization known as the " Royal Automobile Club " which maintains a system of highway patrols, first aid, and information posts.

This can be done because all the highways are under one control. In Canada, the roads and highways are under the control of either the Provinces or Municipalities. The Provinces are now selecting certain main highways for which they are responsible for construction, maintenance, and, to a certain extent, safety by way of patrols.

The number of casualties, fatal and otherwise, would lead to the conclusion that more patrols, first aid, and information posts would be necessary.

Some of the Provinces are now being approached, especially by the Honorary Local Committees on behalf of the Veterans' Assistance Commission, to extend their patrol system to such an extent as would lead to the lessening of the casualties caused by automobile accidents. There are many places on the highways that might reasonably be called dangerous for driving, such as bad curves, road intersections, and level railway crossings.

Since these roads and highways are not under the control of the Dominion Government, this Commission cannot make a direct recommendation, but we would suggest to the Provinces that serious consideration should be given to the representations made to them to inaugurate these patrols and that veterans who can qualify be selected for these duties.

WATCHMEN AT RAILWAY CROSSINGS

The Commission had hoped to be able to have a number of unemployed veterans placed as Watchmen at unprotected railway crossings. We obtained information as to the number of unprotected railway crossings in Canada and as to how protection was given at guarded crossings.

The Commission met representatives of the Canadian National Railways and the Canadian Pacific Railway and went into a full and careful discussion of this problem. The attitude taken by the railway companies was that, since they were complying with the regulations now governing these crossings, they would not consider favourably any increased cost or expenditures.

At crossings where Watchmen or Flagmen had to be used, the railway companies placed some of their older employees. Mechanical devices were being installed where it was proved they were necessary, and at some of the crossings, gates, bridges and subways had been constructed.

The Commission pointed out that a large number of unemployed veterans would be willing and able to act as Watchmen or Flagmen. Either two or three men, in shifts, could be used per day. The companies' representations were that if men were used there would have to be a signal box erected at the crossing, where the Flagman would have to stay during the time he was on duty. Also, to make the railway crossing safe, there would have to be an electric signal bell in the signal box. The railway companies pointed out that the cost of electrical installation of bells or wig-wags would only add about one-third to the cost of the installation of a signal bell in the signal box. The companies also stated that when the bells or wig-wags were put in, there would be no extra cost other than keeping them in repair.

The great difference of after-cost of the continued employment of two or three men per day, as compared to the after-care of electric signal bells, was an argument which the Commission could not combat.

Another reason put forward by the railway companies was the fact that the Board of Railway Commissioners had a sum voted by Parliament each year either for the purpose of giving financial assistance to the railway companies in making safe certain railway crossings, or for paying the whole cost of doing this.

It is now a recognized fact that the number of casualties for which the level crossing is responsible demands that some definite steps be taken to safeguard the unprotected railway crossings, and whether this safeguarding be done through mechanical means or by the employment of men as Flagmen or Watchmen will have to be given very serious consideration.

SOLDIERS' CLUBS OR HOSTELS

The Veterans' Assistance Commission Act instructs that the Commission enquire into the care of veterans whilst unemployed.

The Commission has gathered certain information covering the operation of Soldiers' Homes or Hostels in Canada. In representations made to us, it was asked that the Government should consider establishing a number of these homes under the direction of the Department of Pensions and National Health.

The veterans who would require attention in this connection may be divided into three classes:

1. Transient veterans without any recognized place of domicile;
2. Veterans who are in receipt of income of $20 per month or under, such as small pensioners on Departmental relief and recipients of War Veterans' Allowance;
3. Veterans in receipt of Provincial or Municipal relief.

The Commission found that in certain parts of Canada facilities are provided to take care, more or less, of some of these veterans.

VANCOUVER

In Vancouver there is a hostel for veterans of the Great War, operated successfully by a private committee. The majority of the residents are in receipt of Provincial or Municipal relief. Sleeping accommodation is of the dormitory type and the building is rented by the committee.

LONDON

There is a Canadian Red Cross Soldiers' Club located in London, Ontario, this activity being conducted along the lines of an ordinary family home. The occupants are in the strictly tenant class, paying $12 per month, inclusive,

for all privileges. No veteran with an income exceeding $30 monthly can be accepted as a resident, and the majority of the twenty-seven veterans who reside in the Club are in receipt of an income of $20 per month or less. This income represents War Veterans' Allowance or pension with relief. The veterans do most of the work around the home; any operating loss is paid by the Local Branch of the Red Cross Society.

TORONTO

The Red Cross Society operates a Soldiers' Club in Toronto. This Club accommodates 125 ex-service men and is conducted on a non-military basis. In March, 1937, there were 125 veterans in residence. Seventy-two were in receipt of pension or pension and relief, not exceeding $18.75 per month. Thirty-nine were in receipt of War Veterans' Allowance which, for a single man, is $20 per month. Eight had pensions slightly over $20 monthly, and six were drawing pensions of less than $18.75 monthly.

Veterans with a pension or allowance of $15 monthly or more pay $12 a month, inclusive, for all privileges, and those in receipt of an income of less than $15 a month pay $11 monthly. The Toronto Branch of the Red Cross Society pays any loss involved in operating the Club, the loss amounting to around $5,500 to $6,000 yearly. The bedrooms, which accommodate two men to a room with single beds, are attractive in appearance and, on the whole, there is a fine type of old soldier residing in this Club.

The care of the bedrooms, corridors, and bathrooms is the responsibility of the men themselves. Fatigues are appointed each week to wait on the dining room tables.

OTTAWA

This City has a home known as the Canadian Legion Shelter.

Two classes of veterans are taken care of:

(*a*) Single homeless non-pensioned veterans who are recognized citizens of Ottawa;
(*b*) Transient veterans.

The City Council, recognizing that these veterans can be looked after better by veterans organizations, have deputed the care of these to the Ottawa Branch of the Canadian Legion. Grants are given by the City Council to help pay for subsistence and lodgings. These grants are made from the Dominion, Provincial and Municipal contributions to unemployment relief.

In the case of transients—these not being recognized citizens of Ottawa, the Legion pays the full cost of their subsistence and lodgings, and also pays the total administration costs.

There is a time limit set on the length of time a transient may remain in this shelter. The care and cleanliness of the shelter is the responsibility of the inmates who are detailed daily for this work. There have been over 400 veterans in this shelter at one time. The daily average for the past six years was over 125.

Whilst the Ottawa Branch of the Canadian Legion is in full charge and has complete responsibility, no member of the Legion receives any remuneration directly or indirectly for his work.

The funds necessary for conducting this shelter are received from four sources:

1. Grant from the City of Ottawa;
2. Donations;
3. Activities of the Ottawa Branch;
4. Poppy Day Campaigns.

From the last one of these it derives the major portion of the funds. This Poppy Day Campaign is conducted by a splendidly organized committee that is chosen each year by the citizens of Ottawa, assisted by the untiring efforts of the women's organizations of the City.

HOSTELS FOR NON-VETERANS AND VETERANS

In a number of cities in Canada, hostels are maintained for the care of unemployed single men and, in many instances, veterans have to take their chance in those hostels, as there is no other place for them to go. Very often it is found that, through no fault of the local authorities, there is over-crowding in those hostels and, naturally, the environment is not all that might be desired.

The Commission feels that men who have served their country well should not be compelled by circumstances to accept the facilities offered by some of those hostels.

ASSISTANCE TO UNEMPLOYED VETERANS WHO ARE NOT ELIGIBLE FOR WAR DISABILITY PENSIONS OR FOR WAR VETERANS' ALLOWANCE UNDER THE PROVISIONS OF THE PRESENT ACT

The questionnaires that have been received by the Veterans' Assistance Commission to 22nd October, 1937, have been, in a sense, arbitrarily classified into "Fit", "Partially Fit", and "Unfit". These classifications are based mostly on physical fitness for unemployment of those classed as "Fit", and "Partially Fit". Of those classed as "Unfit", consideration was given not only to physical but to their mental fitness as well. Those classed as "Fit" are, as a whole, able to work, if employment were available. There may be some border-line cases whom it might have been possible to classify as "Fit", but in cases of this kind they were given the benefit of the doubt and classified as " Partially Fit." The "Partially Fit" include a range from the "Fit" to the "Unfit". Some of them may be "Fit'. Then, at the other end, it is possible that some of them should have been included in the "Unfit" category.

To decide which of the "Partially Fit" are really "Unfit", or practically unemployable, it would be necessary to have a more careful survey made of this class. In fact, it might mean a medical examination for them.

Those completing the questionnaire were composed of:

(*a*) Those who saw service in a theatre of actual war on the Western Front;
(*b*) Those who saw service in Canada and England;
(*c*) Those who saw service in Canada only;
(*d*) Imperials who have come to Canada since the war;
(*e*) Those who saw service in theatres of war other than those mentioned in (*a*);
(*f*) Those who saw service in wars previous to 1914.

As it is nearly twenty years since the close of the Great War, those who saw service in Canada only, or in Canada and England, cannot now be specially considered by this Commission, but should be regarded as being in the same class of unemployed as those of the same age now living but who did not enlist. There are some exceptions to this, because some suffered illnesses or injuries during their term of enlistment, but where this has been proved, pensions were awarded. Outside of those in receipt of pensions, the rest, being under discipline and training and getting clothing and food and otherwise being well taken care

of, should have been, after the war, in as good if not a better physical condition than those of the same age who did not enlist and who are now unemployed. The argument is put forward that they were willing to proceed to a theatre of actual war, but the fact remains that they did not go.

For these reasons, the Veterans' Assistance Commission does not consider that they should receive the same consideration in legislation as those who saw service in a theatre of actual war, but even among those who have been classified as having seen service in a theatre of actual war there are degrees of service. Those who served in France in base depots, base hospitals, railway construction and the forestry branch of the army, while they may have been exposed at times to bomb attacks, cannot be said to have been exposed to the same strain as those who did front line work. This Commission is, however, aware of the difficulty of making a fair estimate of the effect on the veteran of his service in France.

The Commission does not consider those in Class (*d*) as being a direct problem for the Canadian Government. This has been dealt with in the Interim Report already submitted. The Veterans' Assistance Commission, in its deliberations and in its effort to obtain information relative to all veterans, gave the widest possible interpretation to the definition of "veteran" as provided in the Veterans' Assistance Commission Act. This states as follows:

> " 'Veteran' means any person who served in the naval, military or air forces of Canada, or in any other of His Majesty's Forces or in any of the Forces of His Majesty's Allies during the Great War."

All Imperial veterans had the same opportunity of completing the questionnaire as did Canadian veterans, and through the Honorary Local Committees these Imperial veterans received the same consideration with regard to employment as all other veterans. The same can also be said of them with reference to Probational Training and the Repayment Plan. No discrimination whatever has been made respecting the endeavour to place them in employment.

It is just as well to note that there are two classes of Imperial veterans—those who were living in Canada previous to the Great War and returned to Britain to enlist in some British unit. The other class consists of those who came to Canada after the war. Those under the first heading are given consideration under any legislation dealing with Canadian veterans. Those who came to Canada after the Great War are the ones who are endeavouring to get recognition through legislation.

During the sessions held by the Commission throughout Canada, representations were made at the different sittings by these Ex-Imperials that they should come under the same legislation as Canadian veterans. Different estimates were made of the number of Ex-Imperial veterans in Canada. Some had the extravagant idea that there were over 200,000 of these but a check-up of the completed questionnaires shows there were 1,308 single men and 3,869 married men, who were unemployed Imperials.

There is one thing that these Imperial veterans seem to forget and the Commission fully recognizes the importance of it; that is, that the Imperial veterans, as well as thousands of other people from Britain, came to Canada after the war because they thought that Canada was a land of opportunity. But the depression came along and put them out of employment and they now seek to come under the same legislation as applies to the Canadian veterans or, in other words, they want to put themselves in a class different from the rest of the migrants from Britain.

It has already been recommended that negotiations should be entered into between the Canadian Government and the British Government with a view to having some consideration given to the plight in which some of these Imperial veterans now find themselves, because, by coming to Canada they relieved

Britain of certain expenditures and lost the opportunity of participating in the British social legislation; but again, this argument applies to non-veterans who came from Britain as much as it does to veterans.

Those in Class (*e*) will have to be considered individually in order to ascertain the nature of this "service in other theatres of war."

Those in Class (*f*) are mostly South African veterans. This, of course, refers to those who enlisted previous to the Great War. While the Commission feels that this type of unemployed has no claim on Canada with regard to pensions, yet it would suggest that a certain sum of money be placed at the disposal of the Minister of Pensions and National Health to relieve any cases of actual distress amongst those who were domiciled in Canada at time of enlistment.

A scrutiny of the questionnaires has separated those completing them into two classes, as follows:—

Those who—

(*a*) Would;

(*b*) Would not, qualify for War Veterans' Allowance or legislation of a similar kind or for pensions.

It is quite evident that unless some change is made in the qualifications necessary for a veteran to receive the benefits of War Veterans' Allowance, some of those who might be eligible for it cannot qualify because of age and not being permanently unemployable; that is, they could work and earn a living if work were available.

There are certain assumptions that must be accepted as facts concerning the conditions relating to the presently unemployed and among these, the main one is that having had service in a theatre of actual war, they were placed under a stress and strain physically and mentally quite different from those who did not have such service. These again are divided into two classes:

1. Pensioners on relief;
2. Non-pensioners on relief.

Pensioners on relief receive this relief through the Department of Pensions and National Health. Non-pensioners on relief get it through their municipality. The non-pensioner on relief, being a charge on the municipality, is not a direct Government charge. The funds for his relief are derived from the Dominion grant to the Provinces and the Provinces supplement this and pass on certain stated amounts to the various Municipalities. These Municipalities may, or may not, supplement what they receive in this way and pass it on to those whom they consider qualified for this relief. From this it is very evident that should these non-pensioners on relief be placed on the same basis as pensioners on relief, the Dominion Government would bear the whole cost and the Provincial Government and Municipalities would be relieved to that extent.

The classification of those who signed the questionnaire into "Fit," "Partially Fit" and "Unfit" has already been referred to and the following shows how the 34,312 questionnaires have been classified:

Class 1.—Fit	18,974
Class 2.—Partially Fit	10,648
Class 3.—Unfit	4,690

Each of these classes has again been broken down to show the summary of "Fit," "Partially Fit" and "Unfit" who have served in a theatre of actual war and who *do not draw* any pension or War Veterans' Allowance. No Imperials, other than those who have resided in Canada twenty years or over, are included.

Class 1.—Fit	10,146
Class 2.—Partially Fit	3,911
Class 3.—Unfit	1,260
Total	15,317

The situation is that if all unemployed veterans, who were domiciled in Canada at time of enlistment and served in a theatre of actual war and who have not been in receipt of pensions or War Veterans' Allowance, are considered a responsibility of the Dominion Government and worthy of recognition in the form of assistance, according to our statistics, the total number involved would be 15,317.

The Commission feels that, at the moment, the larger problem is, what should be done for these 15,317 war veterans who, in the majority, are unemployed through no fault of their own?

We are convinced that we would not have done our duty if we failed to make recommendations that would cover them all and that if we recommended remedial legislation to cover only a portion of the unemployed veterans who saw service in a theatre of actual war, we would not have completed our difficult task.

ARE UNEMPLOYED WAR VETERANS A DOMINION RESPONSIBILITY?

There is a general feeling throughout the country that unemployed war veterans should be accepted as the responsibility of the Dominion Government. Particularly is this view prevalent amongst provincial and municipal authorities, and among responsible veteran organizations who have to deal with the class of veteran included in this Report.

During the recruiting period in Canada, many war-time promises were made to the troops by men in public life, no doubt in all sincerity at the time, but it would not be correct to say that all of the promises had been fulfilled.

There is no doubt that the veterans keeping in mind these promises, believe that they are and should be accepted as a definite responsibility of the Dominion Government when unemployed.

It is not altogether surprising that, in view of the attitude of provincial and municipal authorities on this matter of unemployment relief responsibility, veterans, who have to seek local assistance, do so with a feeling of humiliation. Disillusionment and bitter thoughts prevail amongst many of these men today, yet they have held themselves aloof from all that is not good citizenship. They stand for law and order, but they feel that they deserve better than their present lot.

Our veterans are a strong moral force in the nation and, during years of depression, their attitude has had a steadying effect on the community in general.

By its efforts to solve the unemployment situation, the Dominion Government has already recognized that unemployment is basically a national problem. In the case of ex-service men, the Commission feels that unemployment is essentially even more of a national problem, because the influences that contributed most to the unemployability of these men had their origin in a national emergency.

The majority of veterans who are, at present, unemployed come within the unskilled group.

It has been found that veterans, as a class, cannot be absorbed in large numbers into the normal industrial and commercial life of Canada and, as competition is keen, business men find it impossible to pay too much attention to sentiment when employing labour, with the result that the war veteran has to take his chance with the younger generation and more fit men when seeking employment. At the present time, the Dominion and Provincial Governments are on a dollar-for-dollar basis, undertaking to train young men for jobs and positions of different kinds and, at the end of a period of training, make strong efforts to put them into employment. Those so trained would come in direct competition with veterans seeking jobs. The difference in ages and the fact that

they have just completed a course of training will give the younger men the advantage. The ultimate production value of those from twenty to twenty-five would be much greater than that of veterans from forty-five to fifty.

In recommending a basic rate, the Commission does so because, whilst it is enough to give them a basis for food and lodging, it is not enough to take from them the incentive to take work if either permanent or seasonal work became available. It is worthy of note that as at March, 1937, there were 9,224 pensioners on relief; yet in September, 1937, this number had decreased to 6,638. Two thousand five hundred and eighty-six, or twenty-eight per cent, had gone off relief, the greater number of them because they were able to obtain either permanent or seasonal employment and thus better their condition of living.

A very definite conclusion may be drawn from this. Of the 15,317 non-pensioners, to whom it is recommended this basic rate be given, over two-thirds are fit. Most of this number would endeavour to get positions—either permanent or seasonal—which would give them more than the basic rate allowance.

EXPERIMENTAL PROJECTS

The Commission has experimented with projects such as Workshops, Small Holdings, Commissionaire Corps, Probational Training, etcetera, but we are satisfied that, notwithstanding what benefits may accrue from these activities, the problem of placing in remunerative employment the larger proportion of the 15,317 dealt with in this Report has not been solved.

We could recommend extensive sheltered employment, in competition with commercial interests, but we have in mind that, if such a recommendation were accepted, it would most likely be costly in administration and that it would be found difficult to avoid heavy operating losses.

We feel certain that private industry cannot absorb unemployed veterans at a sufficient rate to employ immediately the majority of those now unemployed. Nor would it be possible, under the projects put into effect by the Commission through the Honorary Local Committees, to absorb such numbers as would greatly reduce these unemployed. It is obvious that there are not enough jobs to go around with the inevitable result that in the keen competitive labour market, many of these veterans are at a serious disadvantage.

CONCLUSION

After giving the matter considerable thought and bearing in mind the representation made by organizations throughout the country, by Honorary Local Committees, and information obtained from various sources, the Commission has come to the conclusion that it can do no less than recommend that the Dominion Government accept responsibility for all indigent unemployed veterans who were domiciled in Canada at date of enlistment and who saw service in a theatre of actual war.

In its recommendation, the Commission suggests that they be dealt with in two groups:—

1. The War Veterans' Allowance Act to be amended to take in a larger number who can prove unfitness, etcetera;
2. The remaining number to be taken care of while unemployed by the payment of an allowance to be known as Provisional Economic Allowance.

The basic rate of the Provisional Economic Allowance to be:

Single men, $18.75 per month;
Man and wife, $30 per month.

It is not intended that the Dominion Government should accept any responsibility for dependent children of an unemployed non-pensioned veteran. The Provincial Government or Municipality concerned would be expected to continue to provide relief assistance for the children and also to provide any other welfare services for the veteran and his family that may not be included in the allowance paid through the Department of Pensions and National Health.

The Commission believes that it would not be proper to consider the children of veterans as in a separate class from other children in the provinces or municipalities.

Where the Dominion Government makes grants to provinces in part payment for relief assistance, it is suggested, that if the recommendation now made be adopted, the Dominion Government should deduct from these grants a percentage of the amount of money saved by the provinces through the action of the Dominion authorities in taking veterans off the provincial or municipal relief rolls.

The statistics attached to this Report reveal an unequal distribution of unemployed veterans throughout Canada, particularly when you compare the number in each province on a population basis, and it is only through Dominion intervention that the load can be uniformly distributed and the relief afforded made uniformly effective.

We wish to express our appreciation and thanks for the co-operation and assistance received from the National Employment Commission and its staff. Our relations with them were at all times happy; their counsel was at all times helpful. The officials of the Department of Pensions and National Health were the soul of courtesy, and their advice and experience were always valuable. The ministers and staffs of other departments of the Dominion Government were also most co-operative.

We feel that the officials of the Employment Service of Canada merit our special thanks. Their co-operation in securing employment for veterans, and particularly in the carrying out of our Probational Training Plan, was invaluable.

RECOMMENDATIONS

WORKSHOPS

Whilst it is agreed that the operation of Workshops can be considered only as in its experimental stages and whilst appreciating the fact that owing to local conditions it might not be possible to establish Workshops in all the important cities in Canada, yet the Commission believes that it is justified in recommending:—

That favourable consideration be given to any applications for assistance that might be received from the management of any Workshop now in existence, or under consideration, providing that it can be shown that the Workshop is justifying its existence in the community and that the continued employment of veterans in the Workshop is necessary and the objective of revolving labour is being carried out.

PROBATIONAL TRAINING

Recommended that an application be made so as to permit the continuance of the Probational Training scheme beyond the end of the present fiscal year;

And that the Minister of Pensions and National Health be given discretion:

(*a*) In the matter of granting training to the younger type of veteran, even if a prospective employer is not in sight, providing that the Honorary Local Committee and the Department are satisfied that such training will more readily fit him for suitable employment.

(*b*) That discretion also be given to the Minister of Pensions and National Health whereby he may authorize the payment of tuition fees for any veteran, otherwise qualified, who may require a short period of coaching, or training, for the employment he seeks, providing that the applicant is willing to study in his own time and without any other expense to the Government.

TOOLS, EQUIPMENT, TRANSPORTATION, REPAYMENT FUND

That as long as the Honorary Local Committees remain in active operation, a sum of money be placed at their disposal through the local units of the Department of Pensions and National Health, this to provide for:—

(*a*) Supply of tools, equipment and transportation to unemployed veterans qualified to follow some recognized trade such as Carpenter, Mason, Plasterer, Tinsmith, Plumber, et cetera.

(*b*) Where transportation only is required, it is recommended that this be supplied to unemployed veterans proceeding to definite employment in any occupation.

CANADIAN CORPS OF COMMISSIONAIRES

As it is very unlikely that organization of the Canadian Corps of Commissionaires can be satisfactorily completed throughout Canada by March 31st, 1938,

It is Recommended:

That favourable consideration be given to the matter of financing the Corps' National Headquarters' activities beyond the end of the present fiscal year.

SURVEY OF DEPARTMENTS OF FEDERAL GOVERNMENT IN CONNECTION WITH EMPLOYMENT OF VETERANS

The Commission reaffirms the recommendation contained in its Interim Report covering a survey of Government Departments in connection with the Employment of ex-service men:—

That each Department of the Federal Government be requested to make a complete survey at Ottawa and all branches in the Provinces of:

(*a*) The possibility of absorbing a further number of veterans into Government service;

(*b*) All positions under the jurisdiction of the Civil Service Commission;

(*c*) All positions that are exempt from the procedure of the Civil Service Commission;

(*d*) The survey to include Harbours, Canals, et cetera;

(*e*) The Departments to supply information in the form of a report stating percentage of veterans employed in positions exempt from the provisions of the Civil Service Commission;

That employment upon the projects conducted under the Department of National Defence should be reserved to veterans of the Great War and members of the Canadian Militia Forces, with a preference given to the former;

That in order to promote the employment of a larger number of veterans by contractors doing business with the Federal Government, such contractors be required to supply information as to the percentage of veterans employed, when tendering for Government supplies of any kind whatsoever;

That all things being equal, the contractor who employs the largest proportion of ex-service men should have preference in the awarding of the contract;

That in order to set an example to private business firms, the Government agree not to dismiss any ex-service men, except for misdemeanour, inability to perform duties in a satisfactory manner, or upon reaching the age limit for retirement.

SMALL HOLDINGS

The Commission would not recommend that any more unemployed, either pensioners or non-pensioners, be placed on small holdings until sufficient time has passed to determine whether projects of this kind have a reasonable chance of being successful by making unemployed veterans self-supporting.

If these projects prove successful, and it is decided to increase the numbers,

The Commission recommends:

That these be settled under the same control, conditions, supervision, and selection as those with which an experiment is now being made.

EMPLOYMENT OF OLDER TYPE OF VETERAN WITH DOMINION, PROVINCIAL, MUNICIPAL GOVERNMENTS, ALSO PRIVATE BUSINESS FIRMS

That the Dominion and Provincial Governments, cities, municipalities and business firms, who operate superannuation and pension schemes for their employees, be urged to give sympathetic consideration to the

employment of the older type of veteran who may have the requisite qualifications for certain positions less suitable for the younger men and yet who cannot fulfil the age qualification; these men to be accepted for employment on the understanding that they will sign a "waiver" of all claim to pension or superannuation on retirement or discharge.

As already indicated in this report, if men, who saw service in a theatre of actual war and who were domiciled in Canada at time of enlistment for service in the Great War, should be accepted for these positions, they may on retirement or discharge, providing they are otherwise qualified, be granted War Veterans' Allowance.

EMPLOYMENT OF VETERANS ON DOMINION-PROVINCIAL PROJECTS

It is recommended:

That provision be made in all agreements, covering projects to which the Dominion Government contributes part of the cost, for the employment of a reasonable quota of veterans, irrespective of whether they have been in receipt of relief during the first three months of the year or not.

It is further recommended:

That veterans in receipt of small disability pensions and relief assistance from the Department of Pensions and National Health be not debarred from employment on these projects.

COLLECTION OF RADIO LICENCES

That the sale and collection of Radio Licences be assigned to veterans and that Post Offices, stores and others cease to handle the sale of these Licences wherever it is possible to secure the services of ex-service men for this purpose.

CIVIL SERVICE PREFERENCE TO NON-PENSIONERS

That veterans of the Great War not in receipt of pension, but who are otherwise qualified and who served in His Majesty's Forces, providing they saw service in a theatre of actual war, be given preference for positions in the Civil Service of Canada on an equal basis with pensioners when granted marks in the Civil Service examinations.

SUPERANNUATION OR PENSION OF FEDERAL CIVIL SERVANTS AND SERVICE IN THE GREAT WAR

The Commission recommends:

That the Civil Service Superannuation Act, being Chapter 24 of the Revised Statutes of Canada, should be so amended as to provide that the time spent on active service by members of the Civil Service of Canada, who saw service in the armed forces of the country during the Great War, 1914-1918, may be counted for the purposes of superannuation.

UNEMPLOYED IMPERIAL VETERANS

That notwithstanding representations already made by the Government of Canada to the British Government, in connection with the problem of unemployed Imperial veterans, now resident in this country,

It is recommended:

That a conference be arranged between representatives of both Governments, this for the purpose of devising ways and means whereby these unemployed ex-service men who served in His Majesty's Forces may be permanently rehabilitated in the land of their adoption or repatriated, if they so desire, to the British Isles.

The Commission feels that the position in which the unemployed ex-Imperial soldier or sailor finds himself in Canada justifies immediate action on his behalf.

HOSPITALIZATION OF IMPERIAL VETERANS

That, in view of the fact that the number of Canadian veterans resident in the Old Country who are in receipt of disability pensions is about equal to the number of Imperial veterans now resident in Canada who draw pensions for war disabilities from the Imperial Government,

It is recommended:

That consideration be given to the matter by the Canadian Government with a view to arriving at a reciprocal arrangement with the British Government whereby hospitalization and medical treatment will be extended by the British Government to Canadian pensioners resident in the Old Country and by the Canadian Government to Imperial pensioners resident in Canada.

If a reciprocal arrangement could be arrived at, it would, in our opinion, do away with the necessity of rendering accounts for hospitalization and treatment in this connection and facilitate more prompt attention being given when treatment or hospitalization is required.

INDIGENT VETERANS WHO SERVED IN A THEATRE OF ACTUAL WAR IN A CAMPAIGN PRIOR TO THE GREAT WAR

That a sum of money be provided each year to permit payment of a monthly allowance to indigent veterans, who have reached the age of sixty years and who were domiciled in Canada at time of enlistment for service in a war prior to the Great War, providing that they saw service in a theatre of actual war and are in possession of an honourable discharge.

SOLDIERS' CLUBS OR HOSTELS

The Commission made a survey of the operation of a number of Soldiers' Clubs or Hostels in Canada but has not yet had the opportunity of obtaining information covering the activities of the United States Government in this connection.

Soldiers' Homes in the United States are operated directly under the supervision of the Government.

We Recommend, Therefore:

That, in order that a complete report may be made available, a survey should be made of the United States system of handling Soldiers' Homes, and upon completion of which, a definite recommendation be forwarded by the Commission, in the form of a supplementary report, to the Minister of Pensions and National Health not later than December 31, 1937.

UNFIT VETERANS

That the War Veterans' Allowance Act be amended by removal of "age 55 years," where it refers to the granting of an allowance because of disability, preaging and general unfitness;

And further:

That the Act be amended so as to permit a more liberal interpretation of legislation covering the granting of the allowance at any age to a veteran who saw service in a theatre of actual war and who, because of his unfit condition, or other handicaps, is unable to maintain himself.

PROVISIONAL ECONOMIC ALLOWANCE FOR UNEMPLOYED NON-PENSIONED VETERANS

That in the case of unemployed indigent veterans who are not in receipt of disability pension and who served in His Majesty's Forces in a theatre of actual war and were domiciled in Canada at time of enlistment, unemployment assistance in the form of a provisional economic allowance be granted during such time as they are unemployed, through the Department of Pensions and National Health.

It is Recommended:

That the maximum basic rate of allowance be:
Single men: $18.75 per month.
Man and dependent wife: $30 per month.

It is considered that dependent children are and should remain a responsibility of the Provincial or Municipal Government concerned.

We also Recommend:

That no allowance should be paid on behalf of the children of unemployed non-pensioned veterans who would benefit under this recommendation;

That it be understood that no unemployment assistance shall be granted by the Department to an unemployed veteran unless he is registered with the Employment Service of Canada, or that evidence is produced to the Department that work has been sought and is not available.

Should any veteran, without valid reason, refuse employment for which, in the opinion of medical officers, he is medically fit, he should be denied any allowance.

We strongly recommend that any veteran obtaining, or attempting to obtain, assistance from the Department of Pensions and National Health by fraudulent means should be prosecuted.

It is the opinion of the Commission that no ex-service man or his dependents should forfeit their provincial or municipal rights as citizens because of the fact that the veteran concerned has or, if he is married, he and his wife have, been granted an allowance by the Dominion Government.

We further Recommend:

That where application is made by a veteran for an allowance, such allowance shall be granted by the Dominion Government on the understanding that if he and his family are in receipt of relief, or are eligible for relief, from a Provincial Government or Municipality, the granting and the acceptance of an allowance from the Dominion Government shall not relieve the Province or Municipality, in which he may be domiciled, from the responsibility of any obligations to the veteran or his family not covered by the payment of an allowance from Dominion Government sources;

And that it shall be understood and agreed that the Province or Municipility concerned will continue to accept responsibility for the payment of relief on behalf of any of the dependents of the veteran, not included in the allowance received from the Dominion Government;

And also that the Provincial Government or Municipality shall in all cases provide such other welfare services to the veteran or, if he is married, to his dependents, as are unprovided for in the Federal regulations covering the granting of the allowance or pension.

All of which is respectfully submitted,

J. G. RATTRAY,
Chairman.

H. L. de MARTIGNY,
Commissioner.

ROBT. MACNICOL,
Commissioner.

APPENDIX I (A)

NAMES OF COMMITTEES

CHARLOTTETOWN, P.E.I.

Chairman:

Johnson, Col. H. D.. .. ..275 Richmond St.

Members:

Chandler, Major R. C... .. ..Charlottetown.
Fisher, A. B.. .. ..Charlottetown.
Full, Lt.-Col. G. Elliott.. .. ..Charlottetown.
Million, J.. .. ..Great West Life Assurance Co
MacLaggan, W. A... .. ..Bank of Nova Scotia, Montague, P.E.I.
Paton, Major C. R.. .. ..Royal Securities, Ltd.
Quigley, R. (Manager).. .. ..Davis Fraser Packing Plant.
Robinson, Mayor E. W.. .. ..Summerside, P.E.I.
Simmonds, P.. .. ..Manager, Central Creamery.

Secretary:

Wonnacott, Bruce.

HALIFAX, N.S.

Chairman:

Fogo, J. G. .. ..Chronicle Building.

Members:

Crowell, Major Harpey E.. .. ..421 Roy Building.
Bauld, Col. D. S.. .. ..70 South Clark St.
Cragg, Mayor E. J.. .. ..City Hall
Hayes, J. B.. .. ..Gen. Manager, N. S. Light & Power Co.
Jones, Col. A. N.. .. ..c/o Pickford & Black.
Kelley, E. E .. ..Halifax Herald-Mail.
Farquhar, Geo. E... .. ..Halifax Chronicle-Star.
MacKay, Prof. R. A.. .. ..Dalhousie University.
Macdonald, A. A.. .. ..c/o Macdonald Construction Co.
Roper, Major J. S., K.C., M.C... ..Capitol Building.
Sexton, F. H., LL.D.. .. ..Principal, N S. Technical College.
Smith, Geo A.. .. ..c/o Trades & Labour Council.
Stairs, Major H. B.. .. ..Manager, Royal Trust Co.
Nelson, R. J. R.. .. ..Gen. Mgr. Halifax Ship Yards.
Carroll, Justice W. F.. .. ..Supreme Court.
Dunsmore, Major R. L.. .. ..Manager, Imperial Oil Co.

Secretary:

MacKenzie, Col. L. H., D.S.O.

SAINT JOHN, N.B.

Chairman:

Brittain, James W.. .. ..P.O. Box 38.

Members:

Beatteay, F. C... .. ..282 Douglas Ave
Knoll, W. F.. .. ..Pender Nail Co.
Maclaren, Mayor D. L.. .. ..Mayor's Office.
McAvity, C.. .. ..McAvity Works.
Nisbet, F. J.. .. ..Manager, N.B. Telephone Co.
Oland, Col.. .. ..President, Oland's Brewery.
Peat, Dr. G. B... .. ..Saint John.
Paterson, Hon. A. P.. .. ..Minister of Education, Fredericton.
Reed, J.. .. ..Dry-Dock Co.
Ring, R.. .. ..Chemical Mgr., Atlantic Refining Co.
Schofield, E. A.. .. ..219 Germain Street.
Seely, Councillor C .. ..Canadian Pacific Railway Co.
Wilcox, T. C.. .. ..Pender Nail Co.
Thomas, Rev. H. E.. .. ..257 King St.
Anderson, R. E.. .. ..72 Summer St.
Ryan, W. J.. .. ..28 Cliff St.

Secretary:

Dickie, Ed. A.

QUEBEC, QUE.

Chairman:

Price, Lt.-Col. J. H.. .. .. Ste. Anne St.

Members:

Brousseau, Lt.-Col. J. D. .. .. 96 Grande Allee.
Garneau, Major R.. .. .. 312 Grande Allee.
Lapointe, Ed.. .. .. 47 Maguire Ave.
Marois, Col. A. E.. .. .. 39 St. Paul St.
Purcell, Lt-Col. A. W.. .. .. 46 rue d'Youville.
Watson, Major R. M.. .. .. 89 Manrose Ave.
(Mgr. Can. Bank of Commerce).

Secretary:

Ouellet, Lt.-Col. P.

MONTREAL, QUE.

Chairman:

Starke, Col. Robert, V.D.. .. .. 385 Berri St.

Members:

Anderson, A. D.. .. .. 5041 Grosvenor Ave.
Boyd, Capt. G. C.. .. .. 209 St. Catherine St. E.
Corrigall, Major D. J., D.S.O., M.C.. 718 Drummond Building.
Cowie, Lt.-Col. A. H., M.C.. .. .. .. 420 Lansdowne Ave., Westmount.
DesRosiers, Col. Henri, D.S.O., V.D... P O. Box 1320.
Ewing, Col. R. L. H., D.S.O., M.C.. Eastern Dairies Ltd., Montreal West.
Fleming, Col. Andrew, V.D.. .. .. .. 1010 St. Catherine W.
Hanson, Col K.C., D.S.O.. .. .. 255 St. James W.
Hodge, George.. .. .. Can. Pacific Ry. (Mgr. Personnel Dept.).
MacDonald, Col. C. H., M.M.. .. .. 660 St. Catherine W.
Price, Col. C. B., D.S.O., D.C.M.. .. Elmhurst Dairy Ltd., Montreal West
Rochon, Alderman Dave.. .. .. City Hall.
St. Germain, Jean.. .. .. 240 St. James W.
Wallis, H. McD., D.S.O., M.C... .. .. 5120 St. Patrick St.

Secretary:

Burbidge, Major G. C., M.C.

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Dilworth, J.. .. .. c/o Chairman—above.
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Graham, Major L. M. (Deceased).. 1 Garnock Ave.
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Fearman, Lt.-Col. H. D... .. ..

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Thompson, Robert.

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Kingsmill, G. F... .. .. 130 Dundas St.
LeBel, A. M. .. .. 267 Dundas St.
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Rice-Jones, C.. .. ..216 Curry Building.
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Sanger, J. W.. .. ..City of Winnipeg Hydro-Electric System.
Scott, Michael.. .. ..202 Scott Block.
Scott, R. M.. .. ..Winnipeg Free Press.
Shore, R. J.. .. ..Rural Rehabilitation Commission.
Simonite, Alderman C. E.. .. ..C. E. Simonite Ltd.
Smith, Sydney T.. .. ..515 Wellington Crescent.
Snyder, R. H.. .. ..Secretary, Young Men's Section, Winnipeg Board of Trade.
Stephens, Dr. G. F.. .. ..Winnipeg General Hospital.
Walker, F. J.. .. ..Western Steel Products.
Warriner, Mayor F. E.. .. ..City of Winnipeg.
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Kirkwood, F. B.. .. .. Rm. 101 Union Station.
Roblin, C. D.. .. .. 229 Main St.
Goulding, A. G.. .. .. 71 Main St.
Davidson, J. M.. .. .. 905 Confederation Life Bld.
Hutt, C. M.. .. .. C.P.R. Building.
Lavender, H.. .. .. 908 Electric Rly. Chambers.
Clendening, C. A.. .. .. 307 Power Building.
Thompson, Ald. F. G.. .. .. 818 Toronto Gen. Trusts Building.
Browne-Wilkinson, E.. .. .. 504 McIntyre Block.
Moore, Geo.. .. .. Graham & Donald.
Broadfoot, J. C.. .. .. 114 Market St. E.

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Taunton, Major A. J., D.S.O.. .. .. ..

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Gardner, N. T.. .. .. Manager, Burns & Co. Ltd.
Dalley, H. V.. .. .. Manager, Robert Simpson Western Ltd.
Robertson, Geo. W.. .. .. Sec. Sask. Co-Operative Wheat Producers Limited.
Perry, Harry.. .. .. Commercial Printers Ltd.
Fisher, Duncan .... 2448 Atkinson St.
Haseltine, Ralph.. .. .. Secretary, Trades and Labour Council, Labour Temple.
Yule, W. G.. .. .. Supt. Royal Bank of Canada.
MacLean, J. J.. .. .. 1642 Halifax St.
Turnbull, F. W., K.C.. .. .. Western Trust Building.
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Malone, J. C.. .. .. Manager, Regina Brewing Co. Ltd.
Cole, A. C.. .. .. 2301 Garnet Street.
Davidson, James.. .. .. 1134 Athol Street.
McIntosh, Percy.. .. .. No. 2 Maple Leaf Block, 11th Ave.
McCusker, Lt.-Col. E. A., M.C.. .. .. 314 McCallum Bldg.
Cross, Col. J. A., K.C.. .. .. c/o Cross, Jonah, Hugg & Forbes.

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Jamieson, J. L. .. .. Supt. C.P.R.
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Cox, A. C.. .. .. Mgr. Robin Hood Milling Co.
Boyd, L. R. W.. .. .. Mgr. British American Oil Co. Ltd.
Strickland, Roger.. .. .. Mgr. Saskatchewan Supply & Fuel Co. Ltd.
Keough, Harry.. .. .. Mgr. T. Eaton Co. Ltd.
Barrett, W. P.. .. .. Mgr. Hudson's Bay Co.
Aslin, H. W.. .. .. Mgr. Bessborough Hotel.
Cassidy, A. W.. .. .. Mgr. A. W. Cassidy Co., Ltd., 360 1st Ave. North.
Riches, F. M.. .. .. Business Mgr. University of Sask.
Wentz, C. H.. .. .. C. H. Wentz Lumber Co. Ltd.
Arran, R. J.. .. .. 861 1st Ave. North.

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MacDermid, J. E.. .. .. Barrister, Bank of Cemmerce Bldg.
MacKenzie, C. J.. .. .. Dean of Engineering, University of Sask.
MacDonald, Dr. R. H.. .. .. 402 Canada Building.
Shepley, Dr. E. E... .. .. Canada Building.
Philpott, Capt. P. J., M.C., D.C.M.. Secretary, Canadian Legion.
Shute, W. A... .. .. Secretary. Army & Navy Veterans.
Tomlinson, Albert.. .. .. Manager, Scott Fruit Co.
Eddy, A. M.. .. .. 312-26th St. West.
Brunskill, W. E.. .. .. 123 Avenue "H" North.
Stayner, Colonel R. W.. .. .. Manager, National Trust Co.

Secretary:

Baker, P. C.

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Hannah, Alexander, K.C.. .. .. 600-603 Lancaster Building.
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Ritchie, Colonel D.. .. .. Chief of Police.
White, Fred.. .. .. c/o Labour Temple.
Riley, T. B.. .. .. City Commissioner, 1410-15th St. East.
Farthing, Lt. H. C., K.C.. .. .. Barrister, Canada Life Bldg.
Shields, Lt.-Col. P. R., M.C., V.D.. Examiner of Building, 601-603-8th Avenue, West.
Campbell, Major F. D., M.D.. .. .. .. 515 Southam Building.
Osborne, F. E.. .. .. Stationer, 8th Avenue West.
Hanna, John.. .. .. Secretary, Board of Trade.
Christie, N. J.. .. .. Ontario Laundry, 5th Avenue & 2nd Street
Burns, John.. .. .. c/o Burns & Co. E., Calgary.
Stansfield, R. E.. .. .. Manager, Hudson's Bay Co.
Redman, Lt.-Col. D. L.. .. .. Barrister, Canada Life Bldg.
Callahan, Dr. R. O... .. ..
Edmanson, R. M.. .. .. 2118 Hope Street.

Secretary:

Graham, Frank.

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McDonald, H. G.. .. .. 612 Tegler Building.
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Farmille, Alfred.. .. .. Secretary, Edmonton Trades and Labour Council, 12004-95th Street.
McLaren, W. R.. .. .. Dominion Income Tax Branch, Post Office Building.
McDonald, G. H... .. .. 834 Tegler Building
Halpenny, R. M.. .. .. General Mgr. Sterling Collieries Ltd., McLeod Building.
Bell, Lynn S... .. .. 12812, 123rd Street.
East, James.. .. .. 11230-99th Avenue.

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Sutherland, Cecil.. .. .. Managing Director, Johnstone Walker Ltd.
Graham, C. A.. .. .. President, Great Western Garment Co., 110305-97th St.
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McKenzie, Col. J. P., D.S.O.. .. .. Western Bridge Co., 1st and Columbus Sts.
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Wilson, Col. A. D., D.S.O.. .. .. .. Wilson & White, Barristers, Etc.
Clark, Brig. Gen. J. A., C.M.G., D.S.O.. .. .. Barrister, 425 Howe Street.
Foster, Col. W. W., D.S.O., V.D.. .. Chief of Police
Crombie, Major W. C. D.. .. .. .. Shipping Federation, 45 Dunley St.
Hamilton, Mr. Mayne.. .. .. Inspector, Bank of Commerce, 1474 Angus St.
Keen, Col. J. F., C.M.G.. .. .. .. President, Builders Association.
Johnson, Commander B. L., D.S.O.. Lloyds Agent, Marine Building, 355 Burrard St.
Letson, Col. H. F. G., M.C... .. .. Letson & Burpee, 172 Alexander St.
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McLean, Col. A. T., D.S.O... .. .. .. 1675 Angus St.
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Crawford, Capt W.. .. .. Empire Stevedoring Co., 355 Burrard St.
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McDonald, Mr. Colin.. .. .. President, Trades and Labour, 528 Beatty St.
Roaf, Major J. R.. .. .. Manager, Clayburn Brick Co., 850 W. Hastings St.
Ditman, Mr. W. C... .. .. Royal Bank Bldg., 675 W. Hastings St.
Bell-Irving, Col. H... .. .. 939 W. Hastings St.
Lett, Col. Sherwood.. .. .. Barrister, 626 Pender St.
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APPENDIX I (B)

VETERANS' ASSISTANCE COMMISSION

FINAL REPORT

OF THE

CHARLOTTETOWN HONORARY COMMITTEE

1. *What legislation, if any, would be necessary to take care of those who are classified as:*

   (*a*) *Unemployable;* (*b*) *Partially Fit.*

At a meeting of the Charlottetown Committee held on July 29, to discuss your circular regarding the final report, etc., the matter of care for the unemployable and partially fit was discussed at considerable length with no concrete proposal being presented which would be universally applicable, other than that the recommendation of the Hyndman Commission be implemented. Reference:—Hyndman Commission Report—Unemployment Assistance—Page 16.

2. *Veterans placed in Employment to July 31, 1937.*

(*a*) Permanent	5
(*b*) Semi-Permanent	26
(*c*) Casual	202

It has been the finding of the Committee and the local Veterans' Association that the attitude of the employers towards giving employment to veterans has been very favourable during the past and since the formation of the Veterans' Assistance Commission.

The reaction of the Veteran, employed or unemployed, to the work being done by the Committee is in the great majority of cases appreciated, they being of the opinion that the formation of the Commission has been of great benefit to them, and at the same time having strengthened the strong hand of the Veterans' Associations within the province.

Of course, as is general in all Communities, there are a few who take a delight in throwing cold water on any efforts put forward for their welfare. However, they are few in number. As they are well known among the public, and especially among the veterans, their grievances, grumblings and complaints count for nought. Fortunately there are no known radicals or communists among them, nor is there any organization of that nature within the province. Unemployment is chiefly the cause of their attitude.

In every case where the Committee has been instrumental in placing a veteran in employment, the veteran has evidently measured up to the satisfaction of the employer, for none have been dismissed nor have any complaints been received.

3. *Probational Training*

No applications have been approved by the Committee to date under this scheme, although it is possible that two veterans will be placed during the latter part of August.

This scheme appears to be very popular among the unemployed veterans and many of them are desirous of being re-established in their former occupa-

tions. However, owing to the lack of industries within the province, and the fact that the majority of establishments have some of their former staff not employed, the possibilities of placing many veterans under this scheme are slight. Upon checking over the registrations of the veterans with the Commission, it is noted that very few are skilled artisans, the majority being of the labouring class, thus cutting down the possibilities of placements.

4. *Tools, Equipment and Transportation Fund*

No applications have been received for any of the above mentioned requirements.

5. *Activities of Charlottetown Honorary Committee*

Several Committee meetings have been held and sub-committees appointed for different requirements such as Highway Patrols, Reforestation, scrutinizing applications for positions, Resolutions, etc.

All circulars and suggestions as were submitted by the different Honorary Committees throughout Canada to the Commission, and which were distributed to all points, were discussed at our meetings; but it was found that practically all of the suggestions could not be applied at this point owing to the small population, conditions, etc.

Radio broadcasts were given and were found to be of great value, as several citizens phoned our headquarters asking for men to do the odd day's work around their premises. Many pleasing comments were also received from citizens of standing in reference to the broadcasts. These broadcasts were made possible through the courtesy of Radio Station C.F.C.Y., which is managed by Lt.-Col. K. S. Rogers, who is at all times ready to assist and co-operate with the Commission and the Veterans' Associations in their work.

Much credit is also due the local newspapers, namely the Charlottetown *Guardian* and the Patriot Publishing Company, for their kind co-operation in helping to place and keep before the public the matter of unemployment of ex-service men.

The matter of reforestation was discussed at several meetings. This subject was taken up with the Provincial and Federal Governments. However, we were not successful in the establishment of a Forestry Farm but have hopes that our efforts will eventually meet with good results. Dr. J. A. Clark, Superintendent of the Experimental Station at this point, assisted the Committee in their work and much credit is due him for his very valuable aid.

A resolution regarding Highway Repair Patrols was submitted to the Provincial Government and they eventually organized such patrols, and have succeeded in doing work that was much required, much to the pleasure of the travelling public. Twelve men are employed on this work, four of them being ex-service men. A copy of the resolution is attached hereto.

The tentative Land Settlement Scheme, as was submitted by the Toronto Honorary Committee, was discussed at several meetings, but owing to the financial problems surrounding the possibility of setting a scheme in motion we were not successful in our efforts.

(Sgd.) H. D. JOHNSON,

Chairman,

Charlottetown Honorary Committee—Veterans' Assistance Commission.

REPORT OF THE HALIFAX HONORARY COMMITTEE—V.A.C., COVERING ACTIVITIES UP TO JULY 31, 1937

1. (*a*) *Unemployable*

The problem of taking care of this class is a serious one as they will increase from year to year. The only feasible plan available appears to be through the extension of the War Veterans' Allowance Act so as to include men of all ages who have seen service in a theatre of war and who are not able to earn a living.

(*b*) *Partially fit*

The thin red line that runs between the meaning of "unemployable" and "partially fit" is one of the stumbling blocks in the War Veterans' Allowance Act, and it would seem that the interpretation should mean that any person who, under reasonable circumstances is not fit to work, should receive the benefit, and legislation should make this point clear. No one wants to employ a "partially fit" man unless they do it for charity or sympathetic purposes, and the burden should not be thrown on the shoulders of public spirited citizens.

2. *Veterans Placed in Employment*
July 31, 1937—

Permanent	35
Temporary	115
Casual	25
Total	173

The employers of labour are sympathetic and when they found that only a good class of men were being recommended, they were quite ready to co-operate. In the past, a certain class of ex-service men, very often without service in a theatre of war, did a lot to injure the standing of good ex-service men. The ex-service men in nearly all cases appreciate the work being done by this committee and realize that this is the first organized effort being made by the Government to get to the core of their difficulties and apply corrective measures.

The local committee have had to deal with many dozens of cases where men were in difficulties about retaining employment and they were given advice and efforts were made to assist them. Among many of the services rendered to ex-service men, probably the most outstanding is the representations to the Railway authorities through the Veterans' Assistance Commission that resulted in a promise of an eight-hour day for freight handlers which would benefit the veterans' section when put into effect. The local railway authorities also transferred sixty-six ex-service men to the regular list, largely increasing their earnings. The Committee, on representations to the Department of Highways, had an order corrected that was being misinterpreted to include ex-service pensioners when it applied only to Old Age Pensioners. This correction probably benefited over one hundred ex-service men in different parts of the Province.

The ex-service men who have been placed at work by the Honorary Committee have given good satisfaction in nearly all cases. Government Departments generally give preference to ex-service men when vacancies occur.

The Canadian National Railway in Nova Scotia have about five hundred ex-service employees.

The National Harbour Board have a fair proportion among their regular employees.

The Department of Public Works insist on the soldiers' preference being carried out by contractors.

The Department of Pensions and National Health employ ex-service men only.

The Post Office Department is most sympathetic and carries out the spirit of the preference.

The Department of National Defence employs a large number of men in Halifax on seasonal work and take this help from a special list, but it is claimed that ex-service men do not receive preference after being placed on this list. A lot can be done by this Department to ease the employment situation for ex-service men in this city if a reasonable preference be given to qualified ex-service men, of whom sufficient are available to fill their requirements.

Nearly all the larger employers of labour in this province give the ex-soldier a chance. The Halifax Shipyards, for example, have over 40 per cent of ex-service men in their employ. The Government of Nova Scotia put the soldiers' preference clause in their contracts and extend their full support to any scheme that will benefit the ex-service men.

3. *Probational Training*

The applications approved for training under this scheme, to July 31st, number eleven according to the following trades:—

Auto repairmen	2	Flour salesmen	1
Woodworkers	1	Tailors	1
Mill helpers	3	Painters	1
Mechanic's helpers	1	Banker's helpers	1

Great interest is manifested by ex-service men in this training plan and requests for information are being received every day from all over the province. The men placed so far are giving every satisfaction with the exception of one man employed as a tailor whose work was satisfactory, but he was let go when he was found to be away from work through drunkenness. This scheme has given new hope to many men who were losing their inclination to work through idleness during the depression years and now have a chance to become producers. Several letters have been received and the following quotation is characteristic of the opinions expressed:—

"I take this opportunity of expressing my thanks to you and your Department in having me placed under your plan of Probational Training, which is once again enabling me to stand on my own feet and earn a living for myself and family. Of the many plans to benefit the ex-service men, this one is the most effective."

4. *Tools, Equipment and Transportation Fund*

No applications have been received for assistance under the above schemes and no cases have come to notice where this could be usefully applied.

5. *Activities of the Committee*

The Committee have had several meetings and did not let a chance go by to place men in employment. Large numbers of letters were sent out to employers of labour calling attention to the good class of help that can be supplied to them by the Veterans' Assistance Commission. The press gave free publicity to help the cause along, but greater results could be obtained if a consistent advertising plan were carried out.

The organization of a Division of the Corps of Commissionaires is now under way in Halifax and it is the hope of the Board of Directors that solid progress will be made and work provided for twenty to thirty men in the near future.

The Committee looked into many schemes for promoting profitable work for men. These included the following:—

(1) A parking system run by ex-service men. Money could not be advanced for the purpose.
(2) The small holdings scheme, in which ten families were lined up for the project. The Veterans' Assistance Commission decided not to go ahead until it is tried out where already established.
(3) Taking loam into the city to be sold for making lawns and gardens. The cost was found to be too great.

It is the opinion of the Halifax Honorary Committee that the organization at present set up should be continued. It has demonstrated its practical worth, and is now in a better position to help than at any time since its beginning. The cost has been small and the benefits to ex-service men and the country have been great. The employers and the public now have confidence that a serious effort is at least being made to help solve the soldier's problem.

The thanks of the Honorary Committee are due to the Dominion members for Halifax County for the support given during the past year. They have been ready at all times to co-operate and have extended their active support in the interests of the ex-service men at all times.

(Signed) J. G. FOGO,
Chairman.

REPORT OF THE SAINT JOHN HONORARY LOCAL COMMITTEE

DEAR SIR,—

The Saint John Honorary Local Committee beg leave to submit the following report relative to their views, findings and recommendations, and also their comments on the various subjects mentioned in the letter of the Commission of the date of July 16, 1937.

Re: Unemployable Veterans

Necessary legislation could be secured to allow married veterans to benefit by means of Veterans' Allowance.

Unmarried veterans could be taken care of in the various Military Hospitals under Veteran's Care, as is being done in some cases at present.

Re: Partially Fit Veterans

Personal appeals to employers, and a personal canvass, have placed a limited number of veterans in employment, and possibly a few more might be placed as occasion arises, providing the veteran is one of the proper type, i.e., steady, capable and reliable.

Men who are partially fit, but for whom jobs cannot be found, owing to age and physical condition, should be classed as unemployable, as there is no hope at this date of persuading business men to employ veterans who, principally by reason of age, and also by their disabilities, are altogether unable to meet the competition of younger and more active men in securing employment.

Men who are not steady and reliable, and whom no one will employ for that reason, prove the most difficult problem. No constructive suggestions

offer themselves, and it seems that nothing can be done in such cases. However, if there were a possibility of granting these men Veterans' Allowances, and having the same administered, it might help solve this problem.

Veterans Placed in Employment (up to July 31, 1937)

Permanent	18
Semi-permanent	106
Casual	16
Total	140

Employers as a whole have been found willing to employ veterans, and treat them fairly, providing there was an opening, and the man was capable of doing the work.

No complaints have been received indicating that the employer was not satisfied, or that the veteran employed did not measure up to the standard required by the employer.

The veterans as a whole are not entirely satisfied by the work being done by the Committee. They consider that the Committee have moved far too slowly in their endeavours to secure work for the unemployed, and as yet have not been able to launch any project which would give employment.

Veterans who have been placed in employment, however, have freely expressed their gratitude for the work secured, whether permanent, semi-permanent or casual.

Probational Training (up to July 31, 1937)

Only one veteran is taking Probational Training. His was the only application that could be recommended, and his three months' course will not be finished until September.

Probational Training in this section was evidently regarded at first as an excellent opportunity to work a "racket." Fully 95 per cent of the applicants had no other idea in their minds but to secure the $50 per month guaranteed by the Government during the course of training. That was all they were looking for; nothing else.

Tools, Equipment and Transportation Fund (up to July 31, 1937)

No applicants for tools or equipment.

Four applicants for transportation, but none of them were eligible for same.

Apparently either there are no veterans in this district who are anxious to avail themselves of this privilege, or work cannot be secured, which would necessitate the use of this fund.

This Committee has held eight general meetings since its organization, besides several meetings of sub-committees.

The proper authorities (Federal, Local and Municipal) were interviewed regarding the employment of veterans and promises of every consideration were received. Firms and contractors also were contacted in regard to employment.

It was proposed to urge the removal of the Mispec Dam, as an employment project, but on investigation it was found that the benefit to be derived therefrom would not warrant the expenditure.

A National Park having been proposed for New Brunswick, and your Committee having in mind the possibility of work for 100 or 200 veterans, immediately prepared to approach the Provincial Government in the matter. Unfortunately, the project was shelved until a future session.

Regarding Small Holdings

Investigations were made, but the project had to be abandoned, owing to the Commission requesting that no more recommendations regarding the same be forwarded.

The Vincent Project (to operate a handle factory and wood yard) was proposed and gone into thoroughly. It was at first deemed feasible, but on further investigation, your Committee decided that it would not be a paying proposition. In connection with this scheme the Government was approached regarding a grant of Crown Land. The Government assured the Committee that a grant of Crown Land would be available whenever the Committee desired it for this project or any other project of a similar nature.

Dowel making was proposed, and an endeavour made to secure information regarding the English market, but to date no definite information has been received.

Sub-Committees were appointed to interview the owners of two small but promising woodworking concerns, with a view to taking over the same, providing they proved to have steady markets for their goods, and were capable of extension. To date these Sub-Committees have not reported their findings.

It was proposed to investigate the possibility of starting a small plant to make an alloy metal for grate bars, etc. A sub-committee was appointed to make a full report on this, but as yet no report has been received.

An endeavour was made to form a branch of the Corps of Commissionaires, but the proper type of men could not be secured, and furthermore, no firms had any openings, or were willing to employ men as commissionaires. Therefore the project had to be abandoned.

The Saint John Exhibition, commencing September 5th, will give casual work to a number of veterans.

There are at present a few positions, both Federal and Municipal, which your Committee are endeavouring to have filled with veterans, and hope to be successful in their efforts.

Trusting that this report will meet with the approval of your Commission, I remain,

Yours very truly,

(Sgd.) JAMES W. BRITTAIN,
Chairman.

REPORT SUBMITTED BY QUEBEC HONORARY LOCAL COMMITTEE OF THE VETERANS' ASSISTANCE COMMISSION AS REQUESTED IN COLONEL RATTRAY'S LETTER OF JULY 16, 1937

You have requested a report concerning general activities of the Local Honorary Committee and asked for certain suggestions. The following report represents the considered opinion of the Committee, as a whole, based on local conditions which, of course, may not necessarily apply to any other part of the country. For convenience sake the various problems are tabulated under the general headings of the letter of July 16.

1. *What legislation, if any, would be necessary to take care of those who are classified as:*
   (*a*) *Unemployable.*—This is an increasingly large class. Generally speaking, the large majority of men over fifty, although fit physically, may be classed as unemployable. This is due to a variety of reasons, such as:
   (1) Unsuitability for heavy manual work in competition with younger men.

(2) Most unemployed veterans over fifty are out of work because of incompetence, lack of skilled training, or bad habits.
(3) Unquestionably the war left its mark on men who were combatant soldiers and their nervous systems show the effect in middle age, rendering them unfit for responsible work in skilled trades.

Our general conclusions and recommendations regarding this particular problem are as follows:—

This class, as a whole, must be taken care of by the Government. The justification being that they served their country well during a national crisis. We believe that efforts directed towards finding employment for men over fifty is a waste of time and that it would be more satisfactory and less expensive to the country to introduce legislation, either extending present allowances to all veterans over fifty, fit or unfit, or evolve a pension system to be extended to all veterans over fifty with little or no means of support, with qualifications as to what monthly amounts might be used under the administration of the Pensions Board.

We believe homes should be set up by the Government to take care of indigent veterans who are disabled or "burnt out" by virtue of their war service. These homes might be placed in agricultural districts and light work provided in gardens, etc., under supervision of competent superintendents and subject to inspection by veterans' organizations.

For men under fifty there would be no problem if proper co-operation were secured from Governments—Federal and Provincial—for employment on public works. Our experience is that with the best of goodwill from Governments, the local political organizations so control the employment of men on public works as to mitigate against proper preference for veterans.

(*b*) *Partially Fit.*—These men are necessarily restricted to certain kinds of light employment. To those over fifty the above recommendations will apply. To those under fifty we believe that it should be mandatory for governments, Federal, Provincial, and Municipal, to give preference to this class of veteran for such positions as doormen, lift attendants, guides, messengers, etc.

Under existing workmen's compensation laws, it is practically impossible to place any large numbers of this class with industrial concerns, although private employers show much goodwill and do their best, on the whole, to help out.

To sum up, briefly, we recommend:—

(1) That all veterans over fifty be classed unemployable and adequate subsistence allowances be made for them.
(2) That suitable homes be provided for old veterans;
(3) That preference for veterans on all public works, to some reasonable percentage, both Federal, Provincial and Municipal, and employment of partially disabled veterans for certain positions in the public service, be made mandatory by introduction of the necessary legislation.

2. *Veterans Placed in Employment*

(*a*), (*b*) and (*c*)—you will find attached the explanatory data.

Generally speaking, employers are most sympathetic towards our efforts and do what they can. However, as so many of our unemployed veterans are over fifty, their assistance is somewhat restricted but we willingly pay tribute to the great assistance and encouragement given us. We find good men grateful and poor men critical and abusive. It is probably fair to say that the men as a whole are inclined to expect too much in the way of speedy concrete results from a purely voluntary Committee. Our Secretary has been an indefatigable worker and concrete results are mostly due to him. We have been given the

maximum of co-operation from veterans' associations in securing information concerning individuals and consequently, those men who have been placed in employment have given a good account of themselves.

3. *Probational Training*

We have had no interest shown in this scheme and are inclined to believe it impracticable. In these days of general unemployment, with large numbers of young men graduating yearly from universities, schools, technical schools, etc., who are entitled to opportunities, it does not seem as if general industry is really justified in considering such a scheme. In any event, it appears to have little or no application to our district.

4. *Tools, Equipment and Transportation Fund*

We have no experience as yet on which to base any opinion.

Our Committee has endeavoured to meet every two weeks but this has not been possible during the summer months owing to frequent absences of many of the members. The Secretary keeps in close touch with each member and asks for assistance in individual cases, all of which has been most effective.

Reference to our Minutes will show generally the following propositions put forward and general activities:

(1) Proper registration and classification into various categories of applicants, with as far as possible a history of the individual.

(2) Close contacts made with local contractors and notification sent to all public works contractors where they may apply for men.

(3) Recommendation made *re* establishment of veterans at railway crossings.

(4) Circulars sent out periodically to keep information up to date.

(5) Requests to Minister of National Defence *re* employment of men in Quebec Arsenal and arsenal being built at Valcartier, and other plants under his supervision.

(6) Representations made to the Prime Minister of the Province of Quebec *re* employment of veterans in Provincial service.

The whole respectfully submitted,

(Signed) JOHN H. PRICE,
Chairman.

REPORT OF THE ACTIVITIES

THE HONORARY LOCAL COMMITTEE,

VETERANS' ASSISTANCE COMMISSION,
MONTREAL, CANADA

Including Recommendations Requested

by

The Chairman

Veterans' Assistance Commission

in His Letter to Committee under date of July 16, 1937

45 Ann Street, Montreal, Canada, August 18, 1937.

MONTREAL

My dear Colonel Rattray,—In your circular letter of July 16, 1937, you invite either the Montreal Committee as a whole, or a sub-Committee which they might appoint, to give their well considered opinion as to what legislation, if any, would be necessary to take care of those who are classified amongst the unemployed ex-servicemen as:—

(*a*) Unemployable, and
(*b*) Partially fit,

and you also require additional information with regard to veterans placed in employment:—

(*a*) Permanent,
(*b*) Semi-permanent, and
(*c*) Casual,

with the request that the above items be enlarged upon in so far as the attitude of employers to ex-servicemen is concerned, the reaction of the unemployed veteran to the efforts of the Committee and whether or not the veteran has measured up to the satisfaction of the employer. Furthermore, you seek information with regard to Probational Training and the Tools, Equipment, and Transportation Fund scheme. The activities of the Committee are to be listed together with propositions put forward or discussed prior to July 31, 1937.

With the exception of your requirements regarding legislation, the balance of the report is a reasonably simple matter dealing, as it will, with figures and the results tangible and intangible (in so far as the committee is able to communicate intangible results) of the projects undertaken by your Montreal Committee.

The classification required by the Commission has produced the following results:—

Registered.. 3,538
Classified.. 2,795
Balance not classified.. 743

Age Groups	Fit	Partially Fit	Unemployable	Total
35 to 45	1,318	29	85	1,432
46 to 55	816	21	86	923
56 to 60	212	13	46	271
Over 60	81	.....	88	169
	2,427	63	305	2,795

(These figures include approximately 400 pensioners of the total of 800 pensioners understood to be in receipt of Unemployment relief through the Department of Pensions and National Health.)

The Commission will be interested in learning through your Committee that the greater number of those in the age group 35 to 45 have no trades. Furthermore, to the total of 3,538 referred to herein, 216 registrations have been made direct to your offices, the names not having been forwarded as yet, making a total registration from the Montreal area of 3,754. Men placed through the Employment Division of Workshops Limited, or who are known to be in employment, are included in the 2,795 classified.

UNEMPLOYABLES

Bearing in mind the line of demarcation as set up in previous veteran legislation with regard to a veteran's service in an actual theatre of war, as against those who saw service only in England or Canada, excepting those who suffered disabling illnesses or injuries in their training period, your Committee went on record to the effect that any man who did not serve in an actual theatre of war, with the exception above noted, and was unemployable, should be treated as an ordinary civilian.

Considerable discussion took place with regard to what constituted unemployability. The conclusion of this discussion being that extreme care would have to be exercised to determine those definitely unemployable as against possible malingerers, but it was the opinion of the Committee that any legislative machinery set up would guard against exploitation.

Then again the classification of a man as unemployable opens up the serious matter of such unemployable's dependents, and this involves a serious situation and one which should have careful and mature consideration.

Your Committee, having given consideration to the problem of the definitely unemployables, expressed their opinion by unanimously adopting a resolution to the effect that the War Veterans' Allowance Act offered the soundest medium for dealing with this problem and that the Commission should recommend a more elastic and generous attitude in the interpretation of this legislation, particularly as to the age limit, thereby creating for this unfortunate class of ex-serviceman a modicum of independence with the opportunity of regaining his morale and of living out his last days in happier surroundings.

As an alternative your Committee respectfully suggests that the activities of the Government's present institutions, such as the splendid hospital at Ste. Anne de Bellevue, be enlarged to provide what might be classed as "Old Soldiers' Homes" or "Rest Colonies." The enlargement of present institutions would be preferable from a cost standpoint to the inauguration of some new development.

PARTIALLY FITS

In so far as this type of unemployed ex-serviceman is concerned, the local situation appears more favourable than reports would indicate the condition to be in other parts of the Dominion. The total here classified in this category number 63. While the number is small this in no way lessens the seriousness of the problem with regard to this type, which, in the opinion of your Committee, is more difficult than that appertaining to the unemployables.

Keeping in mind the line of demarcation as between those who actually saw service in a theatre of war as against those who did not, again with the exception noted herein, a solution covering the local situation, in so far as the unmarried or those without dependents, may be found through the utilization of their services in the Hostel being recommended later in this report.

With regard to those partially fit who are married, or have dependents, and who are deserving of consideration, it would appear, to your Committee, as necessary that they be found sheltered employment until such time as they might be found sheltered occupations, or definitely classed as unemployables.

VETERANS PLACED IN EMPLOYMENT

(*a*) Permanent	263
(*b*) Semi-permanent	109
(*c*) Casual	163
	535

No record has been kept of the hours of work which have been obtained for unemployed ex-servicemen, but the total would approximate a large number of days of work.

With but a few exceptions, employers, in the past, were suspicious of returned soldier labour. Then again, the unemployed ex-serviceman was handicapped through not having competency cards and tools. With the training supplied through your Committee's project, Workshops Limited, as well as due to the fact that no man was sent out for employment incompletely equipped, and, furthermore, as men especially those through Workshops Limited, were guaranteed as fit and proper for employment, the suspicions of employers have been allayed with beneficial results to the unemployed ex-serviceman. Your Committee has yet to have a man returned as unfitted for the job to which he was sent or employed in, when the man has been placed through the auspices of Workshops Limited.

The veteran, both employed and unemployed, knows that the endeavours of your Committee are being found beneficial to the veteran, especially the project of Workshops Limited.

PROBATIONAL TRAINING

The total number of applications which have been approved by your Committee and the Department of Pensions and National Health under this scheme to July 31, 1937, were:—

Canadian Corps of Commissionaires	51
Sundry	26
	77

Whilst it is admitted that the original recommendations put forward to your Commission by the Montreal Committee as to November 1, 1936, contained a recommendation with respect to some form of probational training, such legislation was not made effective until a considerable time after the project, Workshops Limited, went into effect.

The Government, through its Probational Training legislation, has indicated willingness to pay up to an amount of $150 to obtain employment for an unemployed ex-serviceman. Taking the 77 men who have gone through the plant of Workshops Limited and have been paid for work done there, and continuing the probational training idea to the limit of three months, it will be found that had these men been trained under the limits of probational training outside Workshops to fit them for permanent employment it would have cost $11,550.

With the exception of a number of paper sorters, who were accorded Probational Training Allowances within Workshops Limited, the balance of the plant is debarred from placing men within itself as probational trainees. For instance, Workshops Limited cannot employ a worker in steel or metal under the Probational Training Scheme, but yet your Committee is empowered to place such a man on probational training with a firm engaged in like work a few yards distant from the plant of Workshops Limited.

It is hoped that the restrictions against Workshops Limited in this regard may be removed, covering all of the various trades and occupations which are represented within the confines of the plant.

Your Committee is of the opinion that this scheme of placing men in employment offers good possibilities.

TOOLS, EQUIPMENT AND TRANSPORTATION PROVIDED

Number of individuals assisted under this scheme to July 31, 1937—2

As you have expressed it in your circular letter of July 15, this scheme has not been in operation long enough to allow a conclusive opinion to be arrived at. The reaction so far obtained has been favourable and there would appear to be no question but that this legislation will be found to be beneficial.

OUTLINE OF ACTIVITIES

With the exception of the Canadian Corps of Commissionaires, the projects undertaken will be dealt with at some length herein and further propositions to be recommended to your Commission will also be enlarged upon.

Whilst your Committee was responsible for the project, Canadian Corps of Commissionaires, it was relieved of such responsibility under the terms of acceptance as President of this organization by Major-General W. B. M. King, C.M.G., D.S.O., V.D., and it is thought that a separate report should be submitted to you with regard to that organization.

Ten general meetings of your Committee as a whole have taken place up to July 31, 1937, besides which a great many conferences have been held by members of the Committee with regard to various subjects from time to time, the number of such conferences not being recorded.

It would appear to us that our project, Workshops Limited, is a most constructive one and that the results so far obtained promise a medium of providing employment, building up the confidence of unemployed ex-servicemen, providing men with the opportunity of recovering their skill and confidence and in general filling a place in the community most essential to the well being of the ex-serviceman.

Due to the fact that something really tangible for the benefit of unemployed returned men was brought into operation through the good offices of your Commission, acting on our recommendation, it is possible that too great an optimism was manifested as to the rapidity with which the project, Workshops Limited, could be placed on a paying basis. Results now indicate that monthly deficits are being reduced and no attempt will be made at this time to offer an approximate date at which Workshops Limited might be a self-supporting institution. This being dependent on volume of work obtained. It is felt that even though it were necessary for the Government to absorb a monthly deficit

of between $800 and $1,400, such an amount would not be greatly in excess of the money expended for many years for the Rehabilitation Committee's operations in Montreal.

Furthermore, it should be pointed out that, with but a few exceptions, Workshops Limited is compelled to operate in a highly commercialized field with what might be termed as second class labour. This is explained by the fact that the primary object of Workshops Limited is to place men in permanent employment, consequently, the reconditioned man within the plant is the first to be sent out for permanent or semi-permanent employment. It is necessary for those responsible for the completion of contracts awarded Workshops Limited to operate continually with a number of men being reconditioned.

Since the commencement of the operations of your Committee, through Workshops Limited, late in February of this year, you have heard little or nothing of bonus marchers, disabled veterans' associations or other organizations of such nature, which heretofore were active in the City, indicating a realization on the part of the unemployed ex-service men that something has been definitely started for their benefit.

An analysis of a weekly payroll of Workshops Limited, including office salaries, was made by a member of the Committee who found that 97 men had been employed in the plant, the average earnings of each man being $12 for the week. As in any other commercial organization some of the men had fewer hours than others, but an average wage much better than the rate of relief was being earned.

The names of 225 men had appeared on the payrolls of Workshops Limited up to July 31, 1937, and of these 77 were placed in permanent jobs. The average crew, either employed or standing by for employment is approximately 90, which leaves a balance of 58. Of these 58 we know that approximately 30 are unemployable, either through habits or being incapable of doing work in a commercial plant. The balance of 28 may be termed "drifters."

Workshops Limited has paid upwards of $27,000 in wages since the inception of the project. Work to the value of approximately $20,000 has been undertaken and completed for the public, this work being obtained through word of mouth advertising only, and not through paid advertising mediums. It will be remembered that wages were paid by the Committee for the preparation of the plant, this accounting for considerable of the difference between wages paid and productive orders shown. From present indications a continually increasing volume of work will be obtained by the Committee's project. Dealing with the number of permanently employed only, 263, and taking an average of $400 a year relief per family, an amount of approximately $105,200 will be saved from relief expenditure.

Workshops Limited being classed as a commercial organization, results there have been obtained at a negligible cost, as compared with the expenses had the plant been operated on the original scheme of a reconditioning unit. It is the opinion of the Committee that the Government would not have been willing to continue such a project in view of the additional cost.

The reputation of Workshops Limited, without advertising, is becoming known as to their ability to complete contracts awarded them in a proper and workmanlike manner, besides which the employers of labour are turning more and more to the Company for their labour requirements.

In order to avoid any suggestion that the activities of your Committee have been limited to the project, Workshops Limited, it is well to remember that all the problems of the unemployed ex-service man are handled within this organization, including such items as:—

Relieving acute distress through obtaining food for urgent cases;
War Veterans' Allowance Cases;
Cases where unemployed returned men get into trouble with the authorities;

Cases where unemployed returned men are to be evicted and amicable arrangements made with landlords;
Domestic troubles;
Arranging with steamship officials for expatriation of Imperials by securing passage in return for labour;
Straightening out legal entanglements;

and other difficulties too numerous to mention, which, while of no great moment to the authorities charged with handling returned soldiers' affairs, are of the utmost importance to the individual ex-service man and for which he seeks a solution and a helping hand.

With reference to the item "Legal entanglements," your Commission might give some consideration to the situation which arises, especially in Quebec, when an unemployed ex-serviceman goes into employment and where small debts have been accumulated. We have cases on record where a debt is perhaps originally $10, but by the time we get into action to stop further costs it has grown to $22 or $25 through the additional costs added thereto.

Your Committee respectfully recommends to you, and your associates, the matter of establishing and supporting a hostel for unemployed ex-servicemen in Montreal, the said hostel to be operated through an organization such as the Canadian Red Cross Society. It is reasonable to assume that the coming Winter will bring on to the hands of your Committee's staff, men returning from temporary and casual employment and in regard to this type a hostel would offer some assistance.

There would appear to be little to add to this report, the contents of which speak for themselves, but before closing the Committee wish to express their appreciation of the co-operation received from the Commission.

Yours faithfully,

(Sgd.) ROBERT STARKE,
Chairman,
Honorary Local Committee,
Veterans' Assistance Commission.

Colonel J. G. Rattray, C.M.G., D.S.O.,
Chairman, Veterans' Assistance Commission,
Ottawa, Ontario.

REPORT OF TORONTO HONORARY COMMITTEE VETERANS' ASSISTANCE COMMISSION

CARE OF UNEMPLOYABLE EX-SERVICE MEN

This Committee believes that the first step in dealing with the so called unemployable ex-service men is to determine by medical examination their physical and mental condition and their degree of employability.

Attention should be given to the question as to whether or not medical or mental treatment would increase their degree of employability and, if so, steps should be taken to provide this treatment.

As a principle, your Committee believes that no man should be given an allowance so as to enable him to live in idleness, if there is any possible way of causing him to work to provide even a very small portion of his living.

The Toronto Committee is of the opinion that it is the duty of the Federal Government to provide living requirements for veterans of the Great War who, through active service overseas, have become physically or mentally unfit and who are unable to earn enough to maintain themselves and the members of their

family. A great percentage of these men will have passed the age where their services would be profitable in regular employment. As a matter of fact, this particular class would not be suitable for regular employment.

The question arises as to the most economical method of disposing of these cases. For unmarried men we recommend that they be placed on farms contiguous to cities, these farms to be operated by these men under proper supervision, and the men housed in one large dormitory building. The opinion has been expressed by those who have had experience in this line of endeavour that these should be divided into groups of not more than 12 men per 100 acres, and that the men be organized and given responsibilities. There is a farm operated by the Toronto Men's Hostel which has over 50 men in the dormitory building. Certain of these men are given responsibilities for which they are paid small amounts and are held responsible for their particular work. A member of the Toronto Committee is conversant with the maintenance and operation of this farm.

For unemployable married men with families, we suggest that small houses on 4 or 5 acres of land be provided, and that they be given the necessary farming supervision in order to start them off in the right direction.

The man in charge of the single men should be in contact with the Employment Service, with the object of placing these men with farmers as farm labourers. In other words, the proposition should be considered as a clearing house to find employment for these men whenever possible. Men and women in both types of institutions can be taught handicraft work and arrangements made to market their product.

Your Committee believes that the above method is the most economical and the best from the standpoint of health conditions for the maintenance of unemployable veterans. The improvement in health and morale is an important factor to the adults. It is also of great importance to provide their children with an opportunity to make their way in the world under healthy home conditions

War Veterans' Allowance should, undoubtedly, be continued, particularly for those who cannot fit into the above plan. Many veterans who are in receipt of this allowance are enabled to secure small places in outlying districts where they can produce the major portion of their living requirements from the land and this, together with their allowance, enables them to live confortably under healthy circumstances.

An adequate strengthening of the Employment Service of Canada and the maintenance of strict political neutrality would, undoubtedly, assist in obtaining employment for a large number of veterans who are at present unable to secure employment due to impaired physical condition.

CARE OF PARTIALLY FIT EX-SERVICE MEN

These men could be cared for in four ways.

First, by the provision of sheltered employment along the lines of the existing Vetcraft Industries, Poppy Fund of Toronto Incorporated and Corps of Commissionaires.

Second, by strengthening and enlarging the handicap section of the Employment Service so as to utilize to the utmost the services of partially fit men in specialized placement in ordinary industry.

Third, extension of the present Land Settlement Plan.

Fourth, by the extension of the present Probational Training Scheme, so as to provide sheltered employment in individual industrial concerns.

We believe that the moral effect of having a man work for his living is beneficial to the extent that it justifies the cost. In other words, it is better to employ a man at a sheltered occupation which will provide a living wage, even though at a cost of $20 per month, rather than to pay the man an allowance of $20 per month so that he may live in idleness.

GENERAL CONSIDERATIONS

In considering the above, this Committee has studied the problem on the basis of action by the Federal Government, as it appears to this Committee that the Government will eventually have to assume the responsibility for the unemployed ex-service man. If such is not to be the case, the ex-service man will be treated as an ordinary citizen, and the recommendations of your Committee will not apply.

There are two organizations in Toronto that could be used for expansion of activities—the Poppy Fund and the Corps of Commissionaires. Both of these organizations are doing most valuable work in connection with the employment of ex-service men.

Your Committee is familiar with the development of both of these organizations.

The Poppy Fund is gradually expanding its operations. Recently it purchased a valuable property suitable for its purpose and is in process of moving to the new premises. Poppy Fund directors are considering other means of expansion of the activities of this organization. Attached herewith is a copy of the last annual report.

The Corps of Commissionaires has been successful in employing veterans for special duties, for the past ten years. We believe that the activities of this organization can be expanded to give casual employment to a larger number of men than have been benefited. Enclosed find copy of financial statement.

The Toronto Committee is looking to these two and other organizations to expand the work. This Committee does not function as an employment agency.

ATTITUDE OF EMPLOYER

In this locality, it has been found that any appeal for the placing of veterans in employment which is based on purely sympathetic grounds is absolutely useless. There is a certain amount of sympathy extended to ex-service men, but this is not sufficient to create any preference for them in ordinary employment. It has been found that the larger employers have already in their employ a bigger percentage of veterans than is represented by the percentage of veterans in our population.

We have found, however, that in these days of labour trouble the veteran has stability, and we have found that some large employers are aware of the fact that the veteran proves a steady and reliable employee with a definite sense of duty towards his employer.

Your Toronto Committee has submitted a proposal for a publicity campaign along these lines, which we firmly believe would result in a larger number of veterans being permanently placed.

ATTITUDE OF VETERAN TOWARD V.A.C.

It has been found that a great many veterans considered the Commission and the Honorary Local Committees as "just another Commission," but with the putting into effect of such things as Probational Training and Land Settlement this attitude is being overcome, and those veterans who have benefited by these activities have been very grateful for what has been done for them and will, no doubt, spread the news of the benefits they have received to their fellow-veterans.

This Committee has found that veterans' organizations have approved of our work whenever we have been given a chance to explain our function.

VETERAN PLACED IN EMPLOYMENT

The veteran who has secured employment has, generally speaking, proved successful, and while such has not been the case in all placements, your Committee is of the opinion that the veteran has been at least as successful as the same number of non-veterans of similar class would have been.

The total number of veterans placed in employment through the Employment Service of Canada, Poppy Fund, Technical Service Council, and this office is:—

(a) Permanent	418
(b) Temporary	209

PROBATIONAL TRAINING

Registrations	766
Placements	110
Terminations	18

TOOLS AND TRANSPORTATION

There has been a very small number of applicants in this area, but in the few cases where this has applied it has been found very satisfactory.

Some difficulty has been experienced in getting the necessary forms signed by employers who are located at a considerable distance from Toronto, and while the regulations provide for the quickest possible action on the part of the Department of Pensions, it is felt that in some cases the time element might interfere with the application of this plan. This is particularly true in these days when, on account of the large amount of labour available, employers have become accustomed to expect men to start work immediately upon being given a job.

One application approved for purchase of tools.

One application approved for transportation.

ACTIVITIES

This Committee has held a total of thirty meetings in addition to which there have been a large number of discussions with the Secretary by one or two members, which have in effect been much the same as Committee meetings.

This Committee has, through the Veterans' Assistance Commission, been able to put into effect its Land Settlement Plan, whereby we have built ten four-roomed houses on 50 acres of land. These houses are nearing completion. Five families have been moved out of Toronto to this farm settlement and the balance will be moved within two weeks.

We have assisted in the enlargement of Poppy Fund activities, by means of the grant given by the Commission.

We are working on a Highway Patrol Plan with the Provincial Government, which has not, as yet, been given effect.

We have put forward a Forestry Plan to the Commission which, we hope, will be put into operation.

We have made an attempt to have the City of Toronto employ ex-service men to protect school children from traffic dangers. This is still being considered.

We have placed before your Commission, a Plan for a publicity campaign which has been previously referred to.

We have carried on a propaganda campaign by means of letters, addresses to service clubs, radio, newspaper articles and personal contacts, in an endeavour to influence employers to utilize the services of veterans wherever possible.

Your Committee believes that a great deal of valuable work could be done by Local Committees, and that they can continue to function in future with benefit to the ex-service man, and to the Department. They also feel that to secure this co-operation it will be necessary to have some definite pronouncement as to whether or not these Committees are to be continued.

The Committee reports that their work has been very much strengthened by the provision of an office and a Secretary. A really tremendous amount of voluntary service has been rendered by the members of our Committee who are in a position to devote the necessary time, but it is a fact that this voluntary service would not have been available had there not been a paid official to secure the day-to-day continuity of our efforts. In discussing this question, prominent members of our Committee have definitely stated that they would not consider remaining as members of such a Committee except for the fact that the Government has shown its co-operation by the provision of a Secretary and an office.

(Sgd.) E. A. OLVER,
Chairman.

TORONTO, Ontario, August 14, 1937.

REPORT OF HONORARY LOCAL COMMITTEE OF THE VETERANS' ASSISTANCE COMMISSION AT HAMILTON

As a result of the request to ex-service men to register, it has been found that approximately 1,251 have registered in Hamilton. This consisted of employable, partially fit and unemployable.

Up to July 31 of this year, of those who registered and were employable 279 have been permanently employed, 34 have semi-permanent employment, and 12 have obtained casual employment.

With reference to the partially fit, my committee has found that it is extremely difficult to place men in employment who are regarded as only partially fit, the reason being that group insurance rates work against these men being employed and further they cannot accomplish the work required of a fit skilled workman and are actually unfit to do labouring work of any kind. A few of these might obtain positions such as caretakers, etc., but the opportunities are few, as evidenced by the fact that out of 406 of this class registered, only 38 have been placed in positions suitable to them, leaving a balance of 368 who are still in need of employment.

In the case of the unemployable ex-service man as far as Hamilton and district is concerned, something in the way of an adequate pension must be provided as no employment can be found for this group. This would apply to married men and those with homes. The single men of this group without homes should be taken care of in some suitable centre where they can be in receipt of the ordinary comforts of life. This class, the unemployables, consists of 101, 39 of whom are in receipt of war veterans' allowance.

In order that the Commission may know what success the employed ex-service man is having, the following is a brief outline of the present situation:

First as to the attitude of employers past and present toward giving employment to ex-service men. It was found at the time of the establishment of the Honorary Local Committee at Hamilton that employers of labour were not entirely of a friendly disposition toward the ex-service man, and were disposed rather to refrain from hiring this class. Since that time, however, due to the activities of the members of the committee and the secretary in circularizing employers and by personal interviews, the attitude of the employer has changed entirely, with the exception of a few industries, and it

is hoped that the attitude of these may in time be changed. In most instances those charged with the employment of labour are willing and quite anxious to employ ex-service men.

A word respecting the attitude of the ex-service men themselves toward the work of the Commission in general and the Local Committee in particular.

At the time of the appointment of this committee many ex-service men in Hamilton felt that no good would come of the effort and so voiced their sentiments. The chairman and secretary of the committee, in order to change this attitude and overcome some unfriendly feeling that existed and to obtain the co-operation of all ex-service men, visited a great many of the veterans' organizations in Hamilton and addressed their meetings, pointing out what could be accomplished if all ex-service men would work together in an attempt to obtain the desired end, namely, to have all unemployed ex-service men put into jobs where they could earn a living wage. Following these meetings, which extended over most of the past winter months, the ex-service men of Hamilton and vicinity both employed and unemployed are co-operating with the Honorary Local Committee in an attempt to have as many of their comrades employed as possible.

With the exception of about six cases, the veterans who have been put into employment have turned out to be capable of doing the work which they have been hired to do. In the instances where the men failed to measure up, age, health, or domestic difficulties were the cause of failure.

With reference to probational training, this Local Committee has had three applications approved, but no training has yet been completed. In the case of two ex-service men their training has been terminated owing to unsatisfactory employers and there remains one ex-service man who is still continuing his training. This committee has found, however, that it has been able to arrange for probational training without financial assistance from the department and there are 24 of such cases, these men having been taken on by Dominion Foundries and Steel Limited. Fortunately to date this committee has not been required to supply tools, equipment or transportation funds to any ex-service man.

The following is a brief outline of the activities of the Local Honorary Committee at Hamilton since its organization:

The Local Honorary Committee as a whole has held twelve meetings, but besides these there have been innumerable meetings of sub-committees appointed for specific purposes. The first desire of this committee was to have employers of labour in such a frame of mind that they would feel disposed to give the ex-service man an equal chance with all other applicants for positions, and to overcome any idea that the ex-service man was inefficient. The committee wishes to point out to the Commission the excellent work of the secretary in obtaining this end.

Certain schemes were submitted to sub-committees for their consideration and study, there being a land settlement scheme, highway traffic patrol, and wood working shop. Reports were in due course submitted to the committee as a whole and, in the case of the land settlement and wood working shop, the sub-committees and this committee were of the opinion that they should be given a trial. In the case of the highway patrol scheme, strong representations were made to the Minister of Highways in conjunction with representations from the Honorary Local Committee of Toronto. There was not the same feeling of success in the venture with reference to the land settlement scheme as there was with reference to the wood working shop, but both were submitted to your Commission and unfortunately neither, to date, has been sanctioned. It should be pointed out that the members of the local committee were particularly disappointed that the wood working shop was not given a trial at Hamilton by reason of the fact that Hamilton is an industrial city and this would have fitted

in with other industries. Also the committee felt that there having formerly been a shop of this nature in operation here, and as most of the men who had been employed there were still unemployed, such a shop would have an excellent chance of meeting with success. This committee is still hopeful that either or both of these schemes will in the near future be sanctioned.

Enclosed herewith is a schedule summarizing registrations, those placed in employment and otherwise, and pensioners registered, for the assistance of the Commission.

The Honorary Local Committee at Hamilton is still most enthusiastic and feels that it can be of assistance in placing still more ex-service men in permanent employment and is most willing to co-operate in every way with your Commission, and also feels that the appointment and work of the Commission has done a great deal to assist the ex-service men in Canada.

(Signed) R. F. INCH,
Chairman.

REPORT OF LONDON HONORARY COMMITTEE VETERANS' ASSISTANCE COMMISSION

LEGISLATION

(*a*) Unemployable . . . . This Committee is of the opinion that all veterans of the Great War who saw active service and who have become "unemployable" whether or not by reason of physical or mental disability or otherwise, should be recognized as a responsibility of the Dominion Government and cared for either under War Veterans' Allowance, "Veterans' Care," or established 'Soldiers' Homes."

(*b*) Partially fit . . . . While it is true that many of this class may be able to do certain kinds of work, the lack of this particular kind of work in various centres places these men as "unemployable."

This Committee recommends that a Board of three be appointed—one of whom should be a medical officer—whose duty would be to determine which of these "partially fit" men are "unemployable" as regards the local situation and their recommendations should be accepted by the War Veterans' Allowance Committee.

It is also recommended that the Dominion Government assist such national schemes as reforestation, flood control, etc., and thereby give this class of veteran an opportunity to work and earn the whole or at least part of the allowance granted. We recommend that the Dominion Government undertake long term programs such as those indicated, which will give useful and worthwhile employment to veterans and eventually yield dividends to the people of Canada. The Provinces would no doubt gladly co-operate in a policy of conservation and reforestation. These partially fit men could work such hours as their condition permitted at a set wage to be credited against their allowance.

Then there is a veteran in receipt of a small pension who is forced to wear a brace or support of some kind, and in our opinion, men of these circumstances should be put on War Veterans' Allowance.

The partially fit veterans who present the greatest problem are those over 50 years of age, and a decrease in the age limit of War Veterans' Allowance would greatly benefit this class.

Many of these partially fit men are able to "get by" during the summer months but are forced back on full relief during the winter, and it is suggested that consideration be given to the possible elimination of the word "permanent" in the said War Veterans' Allowance Act, and arrangements be made whereby many of this class could be put on the Allowance for a period during the winter.

The amount payable under the War Veterans' Allowance Act, and the provision for casual earnings, appears to be quite fair, but the recipients are not always actually taken off the labour market, because without additional money they find it very difficult to pay the rent usually charged in their home town or city. We feel that this situation would be greatly improved by the erection of suitable apartment houses or small dwellings, which could be rented to these men at a figure consistent with their income. It might even be arranged that the amount of rent due under a scheme of this nature could be deducted from their allowance, and in this way guard against the individuals becoming in arrears and accruing debts, which later on they will have little hope of liquidating.

London is distinctly an agricultural centre and for this reason our Committee has already suggested that, to a large extent, the solution of unemployment amongst ex-service men of this District lies in the country, and we here point out that accommodation such as we have just suggested could be worked out with a minimum of overhead in conjunction with a farm operated and controlled for the benefit of ex-service men, under strict and competent supervision.

With regard to the urban municipalities, there are plenty of dwellings in the City which should be condemned, and might be rebuilt to accommodate the ex-service men, as suggested, if proper negotiations could be entered into, as between the various Governments concerned.

Veterans' care is another matter which should have serious consideration as it is felt that the veteran does not take full advantage of this privilege, and if provision could be made for their care in hostels or some such form of Old Soldiers' Home where under supervision the veterans could be encouraged to do such work as cleaning, looking after flower gardens, etc., this proposition could be made much more attractive, and we believe would be taken more advantage of, and much energy which is now completely lost could be utilized to advantage.

This Committee strongly recommends that this privilege known as Class 4 Treatment or "Veterans' care" should be extended to all veterans who have no home irrespective of whether or not they are in receipt of Pension.

VETERANS PLACED IN EMPLOYMENT

(*a*) Since this Committee has been in operation we have found 35 permanent positions for our veterans. In addition to this, a large number of veterans have secured permanent positions, largely through the preliminary work done by this Committee, and almost every day we find another case where a veteran is being employed with a firm with whom we have been in contact and have been able to clear up possible misunderstandings as between the veterans and the firm. Unfortunately these men being so keen on their work after being idle for a long while do not think to report the matter to this Office, and it is extremely difficult to get the actual figures at the present time.

(*b*) Semi-permanent. . . To date we have secured 55 such positions, which have ranged in duration from two weeks to three months and this situation is continuing at the present time.

(c) Casual. . . The response to our appeal to the general public through the printed card, headed "Give the ex-service man a break," has been quite satisfactory, and at the present time we are receiving calls for this kind of help. To date we have answered 123 such calls, and the work available has ranged in duration from two hours to as high as a week or ten days. Through this particular angle of our work we have six gardeners who have all the work they can do for the summer months. This has been built up by obtaining a few hours' work at one residence, and a few more at another and so on until a full week was obtained for the one man. These six cases I refer to are now counted under

the semi-permanent. The class of work covered under this heading is extremely wide, and we have been fortunate in obtaining, from the person making the call, a clear idea of what he wanted done, and therefore have been able to send up the man who has given 100 per cent satisfaction. We would like to point out that we have only had two complaints, and neither of these was serious, but the people felt that the men were not working hard enough for the amount of money paid, although actually our Committee was inclined to agree with the veteran rather than the other party.

We have placed 4 sons in permanent positions, and 10 daughters, all of whom are giving satisfaction and in each case it has been beneficial to the parents concerned. We have had 14 men employed for eleven days out at the race track in connection with the meet here, and it is anticipated that we shall have at least this number and possibly double that working at the Western Fair, and it is only fair to point out that a lot of this work would not be available to the ex-service men had it not been for the work of this Committee in making representations on their behalf, and assuring the employer that we had steady and reliable men to recommend.

PROBATIONAL TRAINING

We have four men employed under this plan and reports from the firms concerned indicate that they are making good.

TOOLS AND EQUIPMENT AND TRANSPORTATION FUND

To date our Committee has not had occasion to make use of this privilege.

COMMITTEE MEETINGS

Committee meetings have been held at the call of the Chairman as often as it has been deemed necessary. Sub-committees have been appointed to deal with various matters such as "Protection of School Children," "Reforestation," "Community Farm," "Corps of Commissionaires," "Highway Traffic," "Probational Training," "Attendants at hospitals, theatres, and hotels," Flood Relief," "Contacts with service club," etc. As soon as our Committee had made a practical and thorough survey of local conditions, it was decided that the results to be expected from an industrial point of view would not be very large, and that the big part would be in farming operations and eventually, after much work and thought, our ideas as to how this might be worked out were submitted, but unfortunately our plan was not approved of by the Minister.

Our Committee was then forced to do what they could within the City. A survey of the general condition at first revealed that the attitude of the employer towards the ex-service man was not as good as it should be, because many of these men who had not given satisfaction to their employer and had been laid off, had gone to the press and other organizations and created a certain amount of unfavourable publicity to the firm involved. Many employers were very frank in stating that they were afraid of a repetition of this action and preferred not to employ war veterans. We are happy to say that, through the efforts of our Committee, this situation does not now exist. At the present time there are few firms in London working to capacity and the reason that we still have some 100 odd good physically fit veterans out of steady employment is mainly because the work is not available. Owing to this condition and the fact that well established firms were not doing sufficient business to employ their full complement of men at full time it was felt by our Committee that it would be the height of folly to suggest the opening up of a further business run by veterans, with the idea of making such a venture self-supporting or even reasonably successful, and this condition still exists.

The general attitude of the veterans appears to be that they are glad to have their own office to report to, and feel that we are taking an active interest in their particular problems. Needless to say the man who has not received work through this office is not very greatly satisfied with our work, but as a general rule the individual who adopts this attitude is not one whom we could conscientiously recommend for a position. It should be pointed out that during the period in which we were determining the physical fitness of the applicants a great deal of assistance was given to partially fit and unfit men by advising them what actions they might take with regard to receiving War Veterans' Allowance, glasses, extra nourishment for their children, medical examinations, etc., and through recommending such cases to the proper authorities and making such comments as our Office saw fit, there have been some 25 minor adjustments that have been reported back to this Office from the organizations doing this work, and two families have become self-supporting through assistance in the way of both money and equipment raised through the efforts just indicated.

The result of this service to the unemployed veteran has created a feeling amongst our unemployed that the Government is at least interested in their case.

All of which is respectfully submitted.

(Sgd.) H. L. PETRIE,
Chairman.

REPORT OF WINDSOR HONORARY LOCAL COMMITTEE

Chairman and Members,
Veterans' Assistance Commission,
Ottawa, Ontario.

GENTLEMEN,—In accordance with your Chairman's request of the 18th ult. to the Chairman of this Committee, we submit hereunder our report on the various items listed in the above-named communication. To facilitate the details of assembling the information we have dealt with each item in the same order as set up by you.

1. *What legislation, if any, would be necessary to take care of those who are classed as:*

(*a*) *Unemployable*

We are of the opinion that the citizen who offered his life in his country's defence and who is now unemployable should be the country's first care. All such men, we believe, should be classified as to physical and mental ability and then be taken care of in some such manner as—

(1) Pensions, War Veterans' Allowance, etc.; or
(2) Soldiers' homes in rural areas; or
(3) Setting aside of some one industry—such as toy-making—which is particularly adapted to the veterans' physical and mental capacity and employ in it none but veterans.

(*b*) *Partially fit*

We would suggest that (1), (2), and (3) as above noted for unemployable be adopted for this group also.

We would suggest further that to obtain the greatest possible benefits from cash payments to veterans, such as proposed in (1) above, it would be advisable to administer payments of this kind. Otherwise, in many instances, the men might not use the money to best advantage.

2. *Veterans placed in employment*

(*a*) *Permanent;*

(*b*) *Temporary;*

(*c*) *Casual.*

The number of men directly placed in employment by this Committee during the period from November, 1936, to July, 1937, inclusive, was as follows:—

Permanent	3
Temporary	1
Casual	2

These figures give but slight indication of the efforts made to solve the problem of the unemployed veterans of this area by newspaper and radio publicity, personal and written representations to civic and county bodies, letters to employers and personal endeavours by members of the Committee. As stated in our letter of July 30th to your Chairman, there is no doubt that an undetermined number of men secured employment as an indirect result of these activities. We have not reported employment obtained by veterans through sources outside of this Committee, such as the local office of the Employment Service of Canada, though other committees have, we understand, been doing so.

It should be noted that seventy (70) men listed on the Commission's Unemployed Report for this area have advised us that they are now employed. In addition, eighty-three (83) men have not replied to our written request for information to complete details of Medical Classification, and we believe it is safe to assume the majority of these are no longer interested by reason of their now being employed.

No complaints have been brought to our attention of any inefficiency on the part of men placed in employment.

It appears to this Committee that the attitude generally of employers toward giving employment to veterans is not actively adverse or otherwise; except in rare instances employers of labour in this area make no distinction between ex-service men and others. It is our opinion—substantiated by the statements of many unemployed veterans of forty years of age or more whom we have interviewed—that age is the main factor in any apparent discrimination against the employment of veterans in the automobile factories of this locality. This industry furnished approximately 80 per cent of the labour in Windsor and vicinity. This is not applicable with equal force to those comparatively few skilled positions which call for specialized training and where strength and speed are not so essential as on a production line.

Co-operation on the part of the elected civic authorities was not noticeably active on those occasions when attempts were made, by this and other bodies, to interest them in placing returned men as such in civic employment. On the other hand, we have received the fullest assistance and co-operation from appointed civic officials, from officials of the Employment Service of Canada, the Canadian Legion Pensions Adjustment Offices, and all veterans' organizations.

The reaction of veterans, employed or otherwise, to the work being done by this Committee has, on the whole, been favourable. Naturally, there has been some criticism on the part of individuals whose nature is such that they condemn all activities or ideas not originated by themselves. We believe, however, that the average veteran is satisfied that the Commission, as represented by the local committees, is really endeavouring to solve the problem of unemployed returned men.

3. *Probational Training*

Please refer to our Secretary's letter of July 30, 1937, addressed to your Chairman. Further thereto it would now appear that this may be the only Committee office working under explicit instructions from the Commission by which this scheme is confined in its application solely to the skilled artisan group. Had we been permitted to proceed other than as instructed in your Chairman's letter of June 25, 1937, the possible success of the scheme in this area might well have been enhanced.

As we have previously advised, organized labour in this area opposed the scheme when it was first discussed, and still oppose it. Also when first discussed, the local Contractors' Association could see no merit in it but could see much prospective grief. They disliked it because of organized labour's opposition, added book-keeping costs, etc. Of all these, organized labour's opposition is easily the most important. The view of the Contractors' Association has been the view of industrial plants and employers of labour generally.

4. *Tools, Equipment and Transportation Fund*

This scheme was as unsuccessful in its application locally as was the Probational Training scheme. Skilled artisans who had sold or lost their tools had also very generally either left the area or taken up other activities. We have had three enquiries only but in each case the prospective job did not materialize. One of the weak points in the proposed arrangements by which tools and transportation would be furnished was the time interval which would elapse before funds would become available. Such a delay will usually mean the loss of the job.

5. *Give a Brief Outline of Your Activities, etc.*

It will be noted that in the following figures a part are estimated. From November, 1936, to January, 1937, inclusive, no record as to the number of interviews, etc., was kept. For the period from February, 1937, to July, 1937, inclusive, records were maintained.

—	Nov. 1936 to Jan. 1937, incl. estimated	Feb. 1937 to July 1937, inclusive	Total
Interviews	425	2,178	2,603
Letters written	155	775	930
Phone calls in	105	541	646
Phone calls out	162	770	932

In addition to the above, 219 form letters were sent to employers of this area regarding Probational Training, and 371 cards were mailed to men listed on the Commission's Unemployed Report for the purpose of obtaining Medical Classification.

The Secretary of the Committee addressed the Essex County Council and a number of organized veterans' meetings to explain the aims and objects of the Commission generally and of this Committee in particular. Many helpful suggestions were received from those so contacted.

Letters were sent to all veterans' organizations in this locality to acquaint them with the policy of the Local Committee, and the co-operation of such organizations was invited in the interests of the unemployed ex-service men.

Meetings held since the formation of this Committee in November, 1936, to July, 1937, inclusive, were as follows:—

General committee meetings	7
Agricultural sub-committee meetings	3
Windsor Veterans' Enterprises Inc.	3
Canadian Corps of Commissionaires	2

Nine recommendations, as listed hereunder, duly approved by resolutions were forwarded on February 6, 1937, to your Chairman. For details thereof please refer to our covering explanatory letter of the above date:—

(1) Small Land Holdings
(2) Planting Trees along Provincial Highways
(3) Reforestation Projects
(4) Veterans furniture and cabinet making or ornamental iron shops, etc.
(5) Peace River settlement
(6) Farm settlements
(7) Vocational Training—Diesel Engines.
(8) Assisting skilled labour to regain confidence and speed
(9) Wharfinger jobs.

A modified Small Holdings scheme finally received official approval in June last. Acting upon instruction of the Commission, a company known as Windsor Veterans' Enterprises Incorporated was formed and details of plans for the re-establishment of unemployed veterans will be under the direction of this company, including the Small Holdings project. On July 1, 1937, Mr. R. D. Ure was appointed Supervisor-Instructor of the Small Holdings project. Mr. Ure is a graduate of Ontario Agricultural College, a veteran, an experienced farmer and a life-long resident in this locality.

An advertisement was run in the local newspaper on June 25, 26 and 28, 1937, and bids received in reply thereto for land were opened on July 19th. All properties offered have been inspected and reported upon by the Supervisor-Instructor, who has also tabulated all applications received for small plots and prepared a questionnaire to be filled out by each applicant.

The Committee's original plan of allotting approximately ten acres to each settler has been changed as a result of advices from experienced farmer-members of the Committee, and further because of information obtained from the Toronto Local Committee who have a similar project under way. The decision is now to allot from three to five acres to each family and to provide land which is suitable for truck farming or market gardening. This change in plans has occasioned some delay in locating the particular type of soil required, but it is expected that a definite decision will be made within the next ten days.

A total of 90 applications for small plots were received to the end of July and others are still coming in. The majority of these were from men whose past experience and training would appear to fit them for the successful operation of small plots. It is proposed that a personal interview be given each applicant and his wife, and final selection of the twenty settlers will be made immediately the property is purchased.

The Small Holdings project has been very favourably received both by applicants and by others not interested personally but who consider it a worthy idea. The only adverse comment which has been brought to our attention has been that the number of men who will benefit by this scheme is very small compared to the total number listed on the Unemployed Report for this area.

On the advice of the Chairman of the Commission a course in the operation and maintenance of Diesel Engines has received, on our representations, the approval of the Windsor Board of Education. This course, we have been advised, will be inaugurated here for the Fall term of the Technical School.

We attempted to interest the Civic authorities in the financial benefits which would result by the establishing of a Veterans' School Patrol—a similar patrol having been in successful operation in the City of Hamilton for several years. After numerous personal interviews, telephone conversations and letters, we were finally advised that "there are no funds included in the 1937 budget for establishing such a patrol." Unsolicited by us the Windsor Board of Education, following an investigation of the Hamilton patrol, also made representations in

the matter to the Civic authorities. Similar action has been adopted by veterans' organizations. As yet, however, no definite assurances as to its adoption have been given by the Civic authorities.

A Windsor Division of the Canadian Corps of Commissionaires is in process of formation under the direction of the Dominion Headquarters of Montreal and a local Board of Governors. We do not expect that immediate employment will be secured for many of the Commissionaires, but over a period of six months or a year it is hoped to place a fair number. The number of total jobs available, it is estimated, may not exceed 75 to 100. At the end of July, 1937, a total of 85 applications for membership in the Commissionaires had been received.

All of which is respectfully submitted.

(Signed) GEO. H. WILKINSON,
Chairman.

WINDSOR, Ontario,
August 18, 1937.

VETERANS' ASSISTANCE COMMISSION REPORT AND SUBMISSION OF THE WINNIPEG HONORARY COMMITTEE

1. (*a*) *Unemployable*

There are no means at the disposal of the local Committee to alleviate conditions for this class. The small pensioner may obtain subsistence relief from the Department of P. & N. H. The non-pensioner, possessing the necessary residence qualifications, may secure relief from the Municipality, but the latter system subjects the veteran to many indignities and hardships which he should not be called upon to suffer. The care of the unemployed veteran should be definitely assumed by the people of Canada, through the Dominion Government. This can best be done by widening the scope of the War Veterans' Allowance Act:

(1). By deleting from section 4 of the present Act in the seventh line, the words, "*has attained the age of fifty-five years and.*"

(2). To include payment of allowance under the Act to former members of the Canadian Expeditionary Force who, not having served in a theatre of actual war, have attained the age of 65 and are adjudged unemployable. The reason for including this provision is that the retiring age on the railways and other corporations is 65. There are cases where a man, forced to retire without industrial pension at age 65, would have received such a pension but for the interference of industrial service by war service.

(3). To include payment of allowance under the Act to former members of his Majesty's forces who became domiciled in Canada prior to December 1, 1924, who otherwise qualify under the above clauses.

1. (*b*) *Partially Fit*

This class provides the largest and most difficult problem. Over 50 per cent of those registered locally as unemployed are classified as partially fit, and it has been possible to place but few of these in employment. The conditions under which they obtain relief are the same as those quoted for the unemployables.

It is thought that those in this class who are unemployed are as much the responsibility of the Dominion Government as are the unemployables, for though their handicaps, in the case of non-pensioners, cannot be directly connected with war service, it is generally recognized that the conditions endured

during that service have had a prejudicial effect upon their efficiency and ability to earn a livelihood, and that this effect becomes accentuated as the men grow older.

Extension of the provisions of the War Veterans Allowance Act, as recommended in 1 (*a*) supra, may take care of a small part of this group, but some more comprehensive plan is needed. For instance, about the only work of an uncompetitive nature seems to be undertakings for the good of the community as a whole; in other words, public works. In our own Western Country, the list of possible public works might include dams, dugouts, windbreaks, reforestation, etc. In this connection it is reported that 7,710 applications have been made to the Drought Rehabilitation Commission for dugouts, stock watering dams, and small irrigation schemes. Of these only 3,209 have been authorized and only 2,236 completed, so that obviously there is a large amount of unfinished work here. This sort of work comes under the head of *Conservation of Moisture*, something that the National Government is already considering from the National point of view.

In connection with tree planting, a recent issue of the New York Times mentions that the United States Federal Government started in 1935 to plant trees in a belt 100 miles wide and 1,000 miles long—from the Canadian border to Texas—and have already planted 2,622 miles of trees.

Our Committee hope to make headway with some similar undertakings, non-competitive and more municipal in character, that could be used to help returned men, such as enrolling and training returned men as traffic policemen in the large centres to patrol and assist the Police Force. A Policeman is a highly trained man and a lot of time has gone into his education and training, and it hardly seems the proper thing to have such men making check marks on the tires of automobiles and otherwise carrying on the petty provisions to enforce local traffic regulations. The duties of these traffic policemen should include controlling pedestrian traffic, something urgently needed. Along this same line, where urban centres have vacant property in the centre of the City, they might turn these pieces of property, where suitably located, over to returned men, under the local committee, for operation as parking stations.

Then again, there seems to be an opportunity to use returned men in the tourist business, which, next to agriculture, is Canada's largest business. The various governments have invested millions in roads, and hundreds of thousands in advertising, to get the tourist—then why not look after him when he arrives. Returned men could be given uniforms, trained and instructed, and then placed as guides, and sources of information, at the various customs ports of entry, at the local headquarters of the various Tourist Bureaux and Motor Leagues, at Provincial and National Parks and at the Railway Stations and Steamship Docks. This work could well be undertaken by local divisions of the Corps of Commissionaires. Strangers in a strange town would welcome a courteous, official and informed guide. This sort of thing is non-competitive, suitable for men not fit for labour, and a really worthwhile productive expenditure that in the course of years would show a good return on the money invested. Tourist business is profitable to citizens and State alike.

Restocking lakes and rivers with fish and control of forest fires are Provincial Government undertakings which could be extended by absorbing some returned men, to the benefit of the community as a whole and increased revenue to the State.

Canada is supposed to be the land of fur bearing animals, yet more muskrat skins come out of the State of Louisiana than out of all Canada. Is there not then a field here, namely for farming, that could be opened up to returned men?

The attempt to secure sheltered employment for these men should be prosecuted intensively and the Dominion Government should give the lead in all its

departments. Until the Government does set an example, by attempting to fill available sheltered positions in all branches of its service, by partially fit veterans, by giving some consideration to veterans when drafting agreements with Provincial and Municipal authorities, in respect to works in which the cost is participated in by the Dominion, and by other means of public recognition, it will continue to be extremely difficult for honorary bodies, such as this local Committee, to make much headway with the majority of the large employers of labour in securing employment for the partially fit Veterans.

Our Committee has throughtfully considered the establishment of a "Workshops Limited" but find we cannot follow suit with Montreal or Toronto. Winnipeg has a Goodwill Industry which has done yeoman service for the community. Each field of manufacturing seems to be covered but a search is being kept up for suitable industries which might be started. Such proposals will be submitted to a board of business men before recommendations are made to the Government for approval and financial backing. We expect in September to have the co-operation of the Philatelic Society in fostering a Stamp Collection Agency. This organization will necessarily need some funds to get under way. Schemes such as this, if properly supervised, and given financial assistance will be of value not only to the veteran but also the taxpayers and the Government.

It is strongly recommended that the Government assign the sale and collection of *all* radio licences throughout the country to returned soldiers, and cease to permit their sale by post offices and stores. In cities where a Corps of Commissionaires is in existence, it is recommended that this work should be performed by the uniformed members of the Corps. Local Committees of this Commission, with the assistance of Local Branches of Veteran Organizations, would organize sales forces and divide their territories into sales districts. If organized in this way, many worth-while jobs would be provided for the partially fit returned men. It would not be possible for these salesmen to put up the money in advance for the books of licences they would start out with, so it would be necessary to bond them. A small fund for this purpose would be required. It is submitted that a plan could be developed along these lines which would be of immense value to the veterans and of no cost to the Government, other than a very small one to cover the cost of bonding, and it is recommended that such a scheme be organized, for the ensuing year, at any rate, in the territory which this Committee represents.

Inasmuch as the problem of the unemployed veterans is involved to a considerable degree in the whole problem of unemployment in Canada and any abuses by individuals of the present system of administering relief, would make it more difficult for the veteran and more costly for the Government, it is suggested that such abuses could be prevented by a National Registration of all unemployed persons and if deemed necessary, of all residents in Canada.

In the operation of such a system of registration, means would be employed to identify returned soldiers and establish their classification according to fitness for work. When there is no employment available for a veteran and such is certified on his card, he could be eligible to receive veterans' unemployment relief assistance, or, if single, might be found employment on a Dominion works project ear-marked for the purpose of providing employment for veterans.

2. *Veterans placed in employment to July 31st, 1937*

(a) Permanent: (including Probational Training)

No.	FIRM	POSITION
1	Arctic Ice Co.	Salesman.
1	C. D. Roblin	Houseman & Wife.
1	Toronto General Trusts	Cleaner.
1	The T. Eaton Co.	Barber.
2	City of Winnipeg	Licence Dept.
1	Strong-Scott	Welder.

(*a*) *Permanents* (including Probational Training)—*Concluded*

No.	FIRM	POSITION
1	Manitoba Bridge & Iron	Mechanic.
1	The T. Eaton Co.	Upholsterer.
1	Nuway Upholstering	Upholsterer.
1	Pioneer Typewriter Mech.	Serviceman.
1	Sherburn Service Station	Mechanic.
1	Wpg. Silver Plate Co.	Silversmith.
1	New Method Laundry Co.	Mechanic.
1	Reuters Products Ltd.	Soap-Maker.
1	Fred Yaoman	Painter.
1	Vulcan Iron Works	Welder.
1	A. McCrea, Rossburn	Auto Mechanic.
1	Stephenson & Perry	Mechanic.
1	Campbell Heating Co.	Tinsmith.
1	Stapleton Construction Co.	Accountant.
1	Village of Roblin	Power House Attendant.
1	Consolidated Motors	Mechanic.
5	C. N. R.	F. R. & Trans. Shops.
8	Misc.	Cooks.
2	M. Govt. Liquor Control Comm.	Depot Clerk.
1	Grain Trade News	Printer.
1	C. P. R. Express	Helper.
1	Manor Hotel	Night Clerk.
1	Carman Hotel	Asst. Mgr.
1	Banff Hotel	Clerk.
1	Bradleys Garage	Helper.
1	Manitoba Tel. System	Chauffeur.
1	Moore's Taxi	Taxi Driver.
1	Brewster Transfer	Truck Driver.
1	The T. Eaton Co. Ltd.	Elevator Operator.
1	Carter-Halls-Aldinger Co.	Carpenter.
1	Fort Garry	Houseman.
1	Galbraith Construction Co.	Labourer.
1	The J. H. Ashdown Hdwe Co.	Cabinet Maker.
1	Farm	Labourer.
Total 53		

Semi-Permanent

No.	FIRM	POSITION
24	Winnipeg Cartage Co.	Pulp Cutters.
2	Hudson Bay Co.	Retail Store.
21	C. N. R. & C. P. R. Extra Gangs	Labourers.
1	General Hospital	Labourer.
1	Ashdown Hardware Co.	Printer.
2	Parks Board	Labourers.
1	Manitoba Govt.	Forest Ranger.
1	Assin. Golf Club	Attendant.
1	City Hydro	Lineman.
1	Royal Trust Co.	Cleaner.
1	Manitoba Power Comm.	Labourer.
1	Western Steel Products	Labourer.
1	Carter-Halls-Aldinger	Labourer.
4	Misc.	Bricklaying.
1	Sewer Disposal	Plasterer.
1	Dominion Bridge	Labourer.
1	Forestry Camp	Timekeeper.
1	Manitoba Govt.	Roadwork.
1	C. N. R. Exp.	Helper.
3	Dominion Government	Office.
Total 75		
105	Casual Employment.	
233	Grand Total.	

The attitude of employers towards giving employment to veterans has, on the whole, been excellent. One of the difficulties is to keep the employers reminded of the veterans' claims. There is so large a surplus of labour that employers are

inclined to take the first suitable man on hand instead of applying to the Committee. For example, at a construction job now in progress there are usually a great number of men lined up, and when men are needed, the foreman picks them from among those waiting. It is thought that further time and efforts for publicity may help to overcome this difficulty. On the other hand, difficulty has been experienced in securing the co-operation of the largest corporations and railway companies. It is recognized that among the trades dominated by Labour Unions, there is little opportunity of getting work for non-union men, or even union men having no contacts with the organization; but there are many jobs, even if they are only seasonal or temporary ones, that could be satisfactorily filled by veterans, if departmental heads would give the Committee the opportunity. Again, it is thought that this situation can be improved by an active campaign on the part of our Committee.

It is gratifying to be able to state that practically all placements made have given satisfaction, no complaints have been made by employers and only one report has been received of a veteran having been discharged for inefficiency.

As an example of the difficulty of securing employment where the unions are concerned, the following case is cited. On the application of the manager, two men were sent to work at a local storage plant. They joined the "Meat Packers Union" but were informed by the organizer of the union that they would not be allowed to work until some 80 members of the union, who had at various times been employed temporarily at this plant, had been re-employed.

Another impediment to employment of returned soldiers is the age limit for new employees imposed by some of the larger corporations and their industrial pension fund restrictions.

With respect to the attitude of the veterans to the work being done by the Local Committee, there have been a few complaints from individuals for whom it has been impossible to find work, but these have been remarkably few considering the depressing effect of the continued unemployment that these men have had to put up with. On the other hand, there have been received many expressions of appreciation of the efforts made by the committee to secure employment, both from those who have been found work and those who have not, and, it is safe to say, that the great majority of veterans registered, realize and appreciate that the Committee is doing well, considering the resources available and the general lack of opportunities for employment. The chief grounds for complaint by the veterans are the Dominion-Provincial agreement respecting work projects, in which no mention is made of work for veterans and wherein is included the clause which operates to exclude veterans from receiving employment unless they have been in receipt of municipal relief to the amount of $20 during the period, January 1-March 31 and the Winnipeg Airport agreement in which the veterans are likewise passed by.

3. *Probational Training*

Applications that have been approved up to July 31, are 13 in number. The details are as follows:—

Employee	*Employer*	*Trade*
R. S. Horton	Pioneer Typewriter Mechanics	Typewriter Rep'r.
J. H. Juby	Sherburn St. Service Station	Service Sta. Att't.
D. Berry	Winnipeg Silver Plate Co.	Silversmith.
J. Middleton	New Method Laundry Co.	Laundry Mechanic.
E. C. Low	Reuter Products Ltd.	Soapmaker.
J. R. Finlayson	Fred Yeoman	Painter.
R. D. Moore	Vulcan Iron Works	Welder.
A. Henton	A. McCrae Serv. Sta. Rossburn	Auto Mechanic.
T. R. Evans	Stephenson & Berry	Automatic Stoker. Mechanic.
E. Scott	Campbell Heating Co.	Tinsmith.
J. F. Spawls	Stapleton Construction Co.	Accountant.
A. Moffat	Consolidated Motors Ltd.	Auto Specialist. Mechanic.
J. A. James	Village of Roblin Plan	Power House Att't.

The Probational Training Plan is looked upon favourably by employers and veterans with whom it has been discussed. Under present conditions in Winnipeg its scope is necessarily very limited, but with an increased demand for skilled workers that would follow an improvement in business conditions, there is no doubt there would be greater use made of this plan. The fact that the larger industries work under trade union agreements restricts the operation of the plan to the smaller shops. In the case of the Vulcan Iron Works cited above, the veteran was worked in under the union apprenticeship agreement.

4. *Tools, Equipment and Transportation Fund*

The number of applications approved, up to July 31, for advance of transportation is 41, and the amount expended thereon, $212.82.

There has been one application approved for tools, for which was expended $8.50.

This fund, even in the limited time it has been in operation, has proved of great value in getting men placed, and has been highly appreciated by the veterans who have been able to make use of it. The scheme has not been in operation long enough to ascertain the loss on repayments, but this is not expected to be more than a small percentage of the outlay.

One restricting feature of the plan is the fact that only transportation by "railway" warrant is provided for. In placing men in the harvest fields it is necessary to send them out by bus or livery which involves the payment of cash fares by the Secretary to be later refunded by the Department. There will, no doubt, be other such cases arise and it is suggested that the authority be given to pay cash transportation when necessary.

Though, so far only one instance has arisen in which the transportation required amounted to more than $10, there will most likely be cases where employment is secured for veterans in the Central Manitoba and Northern mining districts for which the allowable transportation will be exceeded. It is suggested that the maximum permissible transportation advance be increased to $25 for this centre.

4. (*a*) *Land Settlement*

This Committee believes that, for veterans willing and adapted for setttlement on the land, this form of veteran re-establishment in Manitoba is most suitable and should be encouraged. So far, authority has been received only in respect to settlement on small holdings. This type of settlement in Manitoba can scarcely be considered a self-supporting propostion excepting for the odd settler with special qualification. For this reason, selection is largely confined to those with sizable pensions.

The Government has authorized the settlement of ten pensioners on small holdings and has placed $16,000 in the hands of a holding company for this purpose.

A holding company has been incorporated, having the title of "The Veterans Land Settlement Company Limited," the shareholders being Messrs. C. H. Gunn, F. B. Kirkwood, A. J. Taunton, H. J. Merkeley, and H. J. Riley, the first-mentioned three of whom are appointed directors of the company. The minutes of the organization meetings of the company are attached hereto.

The plan adopted by this Committee has been settlement on individual holdings in the vicinity of Winnipeg. Bargains are constantly watched for, though it is more satisfactory if the prospective settler is able to find a suitable proposition by his own efforts. As it is also necessary to consider the requirements of each applicant, the final settlement of the ten individuals is not complete on July 31.

The progress is as follows:—

Property	Settler
St. Boniface. Purchased	F. W. Jones, in occupation.
St. Vital. Purchased	A. Troughton, in occupation.
Charleswood. Purchased	J. F. Carson, in occupation.
Charleswood. Title to be given Aug. 12	A. T. Scribner. To occupy. Aug. 26.
Kirkfield Park Agreement with H.M. Assin. to purchase	H. H. Knapp, in occupation.
St. Andrews (St. Peters). Purchase under way	C. Anderson, in occupation.
St. Andrews (Donald). Purchase under way	Not allotted.

In March, the proposal of the Morden Committee for a community scheme was brought before this committee and approved, and it was understood that the scheme would be administered by the Morden Committee. This scheme was rejected by Ottawa. The Winnipeg Committee has not yet been able to develop any plan of Community Settlement, nor does it feel that any such plan in this district would have much chance of success.

It is thought that, in specially selected cases, consideration should be given to the settlement of pensioners on farms.

At present the Rural Rehabilitation Plan is available to non-pensioners, providing they reside in a contributing municipality, but there is no such provision for a pensioner. There are among the pensioners, some with families of grown boys who are anxious to take up farming and for whom a small holding does not provide sufficient scope. Where such selected families are able to present particularly desirable farming propositions, it is recommended that similar assistance to that given under the small holding scheme be allowed.

Summary of meetings to July 31, 1937:—

January 11—Luncheon meeting convened by Mr. W. L. Parrish to which were invited those selected to form the Honorary Local Committee. A Nominating Committee to select officers was appointed.

January 26—Meeting of Nominating Committee.

January 30—Meeting of Nominating Committee. Chairman and Vice-Chairman appointed.

February 1—Meeting of Nominating Committee.

February 3—Meeting of Nominating Committee. Secretary appointed.

February 4—Meeting of Honorary Local Committee approved appointment of officers.

(February 25—Occupied office at 512 McIntyre Block.)

March 2—Meeting of Executive. Discussed set-up of sub-committees and arranged to have weekly meeting of the executive on Tuesday afternoons.

March 17—Meeting of Local Committee at which 24 were present. The Land Settlement Committee and Executive were given power to deal with the Morden Scheme. The Land Settlement Committee was instructed to endeavour to arrange for the establishment of pensioners on the land and sub-committees were selected.

March 25—Land Settlement Committee met to discuss the Morden scheme.

April 5—Meeting of Apprenticeship Committee at which it was decided to approach the larger industries with a view to employing apprentices from among the sons of deceased and handicapped veterans and to communicate with the Dominion Department of Labour to ascertain how a suitable apprentice Act might be modelled.

April 19—Meeting of the Local Committee at which 40 were present to meet Commissioner Macnicol.

Summary of meetings to July 31, 1937—Concluded

May 1—Meeting of Chairman of Sub-Committee on employment.

June 18—Meeting of the Land Settlement Committee. The Action of the Chairman in negotiating and arranging the Settlement of five pensioners on small holdings was approved. Letters patent incorporating the "VETERANS LAND SETTLEMENT COMPANY LIMITED" were tabled.

June 18—Meeting of the Provisional Directors of the Veterans Land Settlement Co., Ltd., completing organization of Company. Meeting of Shareholders of Veterans' Land Settlement Co., Ltd., electing Directors and adopting By-Laws.

June 23—Meeting of Directors of Veterans' Land Settlement Co., Ltd., completing organization and approving purchases on behalf of Dones, Carson, Troughton, and Knapp.

July 3—Meeting of Local Committee at which were present delegates from Saskatoon and Alberta to the Ottawa Conference.

Our Committee has been co-operating with a number of Veteran organizations throughout Manitoba and is being assisted by an Honorary Committee at Port Arthur, of which Lt-Col. Milton Francis is Chairman.

Our Committee has been very fortunate to reach the ear of the press and also the two local Radio Studios, CKY and CJRC. We had a series of Broadcasts on behalf of the work of the Local Committee five to seven minutes in length to explain to the public the aims and objects behind the efforts of the Government, the Veterans Assistance Commission, and the Local Committee.

If there is any way to thank the Press and the Radio Stations for their very definite contribution to the publishing of the efforts of the Veterans' Assistance Committee, which was given so unstintingly and without cost to the Committee, it should be done. We would suggest letters of appreciation from the Prime Minister, the Minister of Pensions and National Health and the Commission.

Our Radio series was opened by the Lieutenant-Governor, the Hon. W. J. Tupper, K.C., followed by the Premier, Hon. John Bracken, and His Worship Dr. F. E. Warriner, the Mayor of the City of Winnipeg, and several business men.

We have to create, or solicit, the co-operation of every industry and employer of labour, if our efforts are to be crowned with success. Our suggestion is that, after each contact is made, it be followed up weekly, or twice monthly, with a carefully prepared form or circular letter, and further, that a small framed card, suitably worded and bearing the Committee's telephone number, be personnally delivered to employers, for placing conspicuously in their offices. Following this a fair sized ad. should be run in the local press indicating, by naming the firms in alphabetical order, those who are supporting the V.A.C.

To do this it is recommended that an appropriation of $250 per month be furnished, that is to say, for:—

First: Circular Letters and Framed Cards.
Second: Press Advertisements.

The result will stimulate a competition in public interest in the affairs of our Committee.

We further recommended that a national publicity campaign be carried out by means of broadcasts over C.B.C. by the Governor General, the Prime Minister, and the Hon. C. G. Power.

Respectfully submitted,

WINNIPEG HONORARY COMMITTEE,

(Sgd.) CECIL H. GUNN,
Chairman.

REPORT OF THE REGINA HONORARY LOCAL COMMITTEE

The Regina Honorary Committee in session on August ninth in reply to the Commission's Questionnaire of July 16, recommend as follows:

1. (*a*) That provision be made by amendment to the War Veterans' Allowance Act, if necessary, by the addition of a part (2) to the said Act, to take care of the unemployable ex-service man of whatever age, wherever he served outside of Canada, provided he is industrially unemployable.

(*b*) That provision be made, in the same manner, for taking care of all partially fit men of fifty years and over until such time as employment is available.

(*c*) That all ex-service men be taken off Municipal relief rolls and receive relief assistance through the Department of Pensions and National Health, in return for which the Provincial Government and Municipal authorities be requested to pass Legislation earmarking for ex-service men all future appointments in Public Buildings, Parks, etc., on such jobs as janitors, watchman, caretakers, gardeners, elevator attendants, etc.

2. Permanent Employment.....February 1 to July 31, 1937—23
Semi-Permanent Employment.....February 1 to July 31, 1937—85
Casual Employment.....February 1 to July 31, 1937—320

Employers generally, approve of the theory that ex-service men should be given special consideration, but usually find that their own particular business requires younger men.

Government Officials are equally sympathetic, but political patronage usually proves stronger than the claims of ex-service men.

Civic authorities in Regina have given much support but under City Regulation, men on City Relief are not eligible for work on City projects, and preference must be given to unemployed tax-payers.

The general result is that practically all jobs open to ex-service men under existing conditions are of a casual nature. Casual work is eagerly sought after by pensioners, as in many cases it augments their allowances sufficiently to allow a reasonable standard of living. Relief recipients find such work acceptable up to the exemption of their allowance, but anything over that, unless sufficient to take them off relief altogether, is not of great value.

The great majority of ex-service men are not only willing, but anxious to work, and will take anything available within their capabilities, and generally speaking, give satisfactory service to their employers, but about 65 per cent, owing to age and partial unfitness, are not capable of doing more than light labour or sheltered work. We supplied sixty men for various jobs during the Annual Exhibition, and a letter since received from the Manager states as follows:

> "We received splendid assistance from ex-service men on your list during the recent Exhibition. We found them conscientious workmen and appreciate this medium for securing necessary help."

A good many of the men looked with suspicion on the Commission and Local Committees when first appointed, and at least 25 per cent of them did not take the trouble to register, although most of them, having seen other men secure work, through our efforts, have since made application for employment. The impression is now general amongst the men that the Honorary Local Committees are interested in their problems; and that a real effort is being made to assist them. From twenty-five to fifty men call at our Office daily in search of work, and we have no difficulty in providing men for all the work available.

Probational Training

One application only has been approved to date. About forty applications have been received, but are mostly of a vocational nature from men wishing to learn new trades, or salesmen; but in all cases, the one feature lacking is the assurance of permanent employment after the probational period. This is due entirely to existing conditions in Southern Saskatchewan. It is recommended that in future, all out of town cases be personally investigated by the Secretary, or other representative of the Committee, before being given approval.

Tools, Equipment and Transportation Fund

None approved. The same situation exists in connection with this scheme. Under present conditions, there is no employment in sight of a permanent nature where this scheme would apply.

General Meetings held up to July 31, 1937—8.

Sub-Committee Meetings held up to July 31, 1937—15.

Workshops Limited has been incorporated under the Benevolent Societies Act, and we expect to be under way by September 1, with a wood work shop in operation and a salvage department collecting discarded furniture, lumber, clothing, etc., which will be repaired for sale or free distribution amongst needy ex-service men. Other developments will follow when deemed commercially feasible.

Veterans' Stamp Bureau, which was sponsored by our Committeefi is now employing three men, and has reached the stage where it is becoming a sound commercial prospect. Two or three more men will be required. Several hundred thousand stamps have been collected, washed, and prepared for sale or exchange with foreign and domestic dealers.

Canadian Corps of Commissionaires—A Board of Governors has been appointed and arrangements made for the establishment of a Division in Regina, but under present conditions there is no assurance of any immediate development.

Small Land Holdings.—The Committee has given consideration to projects of this nature, but on account of drouth conditions, and limited markets, cannot recommend such a scheme for Southern Saskatchewan.

Level Crossing Guards.—During the year 1936, there were 113 persons killed and 387 injured in highway crossing accidents in Canada. There are hundreds of more or less dangerous level crossings on the main highways across Canada, where this loss of life could be prevented by the simple method of placing men on guard, with a flag by day, and a lantern by night, to hold up traffic on the approach of trains. Twenty-four hour service could be maintained by three men at each crossing on eight hour shifts. Ex-service men with small pensions could handle this work easily, at comparatively small cost. On a basis of $65 per month, per man, and the maintenance of a small guard house, the cost should not exceed $2,500 per year per crossing. This would obviate the necessity of building expensive subways and gate systems and provide useful employment for hundreds of ex-service men, as well as avoid the annual toll of human life, which is apparently increasing year by year. While cheaper systems can be put into effect, the difference would be more than made up by the saving of relief now being expended. The men so employed could be enrolled as members of the Canadian Corps of Commissionaires, and be the means of establishing the Corps in the smaller towns and cities on a permanent basis.

Public Works Program.—Southern Saskatchewan, being entirely an agricultural area, with a total crop failure this year, is unable to provide permanent

work of any kind for ex-service men, except through some large Works Program, instituted by the Provincial or Dominion Governments. In any such Program, it would be necessary to place in the contract a clause stating that a certain percentage of ex-service men must be employed. We suggest the great need for Saskatchewan is a program on a large scale, dealing with reforestation, water conservation, and irrigation, which would provide the solution not only for the ex-service men's problem but all the problems relating to relief, general unemployment, and drouth conditions.

All of which is respectfully submitted.

REGINA HONORARY COMMITTEE,

M. A. MacPherson, *Chairman.*

Dated at Regina, Saskatchewan, this twelfth day of August, 1937.

REPORT AND SUBMISSION OF THE SASKATOON HONORARY COMMITTEE

1. (*a*) *Unemployable*

There are no means at the disposal of the Local Committee to alleviate conditions for this class. The small pensioner may obtain subsistence relief from the Department. The non-pensioner, possessing the necessary residence qualifications, may secure relief from the Municipality, but the latter system subjects the veteran to many indignities and hardships which he should not be called upon to suffer. The care of the unemployed veteran should be definitely assumed by the people of Canada, through the Dominion Government. This can best be done by widening the scope of the "War Veterans' Allowance Act":

(1) By deleting from Section 4 of the present Act in the seventh line, the word, *"has attained the age of fifty-five years and"*.

(2) To include payment of allowances under the Act to former members of the Canadian Expeditionary Force who, not having served in a theatre of actual war, have attained the age of 65 and are adjudged unemployable. The reason for including this provision is that the retiring age on the railways and other corporations is 65. There are cases where a man, forced to retire without industrial pension at age 65, would have received such a pension but for the interference of industrial service by war service.

(3) To include payment of allowance under the Act to former members of His Majesty's Forces who became domiciled in Canada prior to December 31, 1930, who otherwise qualify under the above clauses.

(*b*) *Partially Fit*

This class provides the largest and most difficult problem. Over 40% of those registered locally as unemployed are classified as partially fit, and it has been possible to place but few of these in employment. The conditions under which they obtain relief are the same as those quoted for the unemployables.

It is thought that those in this class who are unemployed are as much the responsibility of the Dominion Government as are the unemployables. It may be that their handicaps, in the case of non-pensioners, cannot be directly connected with war service. Yet it is generally recognized that the conditions

endured during that service have had a prejudicial effect upon their efficiency and ability to earn a livelihood, and that this effect becomes accentuated as the men grow older.

Extension of the provision of the War Veterans' Allowance Act, as recommended in 1 (*a*) supra, may take care of a small part of this group, but some more comprehensive plan is needed. For instance, about the only work of an non-competitive nature seems to be in undertakings for the good of the community as a whole; in other words, public works. In our own Western Country the list of possible public works might include dams, dugouts, windbreaks, reforestation, irrigation, etc.

The attempt to secure sheltered employment for these men should be prosecuted intensively and the Dominion Government should give the lead in all its departments. Until the Government does set an example, by attempting to fill available sheltered positions in all branches of its service, by partially fit veterans, by giving some consideration to veterans when drafting agreements with Provincial and Municipal authorities, in respect to works in which the cost is participated in by the Dominion, and by other means of public recognition, it will continue to be extremely difficult for honorary bodies, such as this Local Committee, to make much headway with the majority of the large employers of labour in securing employment for the partially fit veterans.

It is strongly recommended that the Government assign the sale and collection of ALL radio licences through the country to returned soldiers and cease to permit their sale by post offices and stores It is of no value to the latter and in many cases a nuisance. In cities where a Corps of Commissionaires is in existence, it is recommended that this work should be performed by the uniformed members of the Corps. Local Committees of this Commission, with the assistance of Local Branches of Veterans' organizations, would organize sales forces and divide their territories into sales districts. If organized in this way, many worthwhile jobs would be provided for the partially fit returned men. It would not be possible for the salesman to put up the money in advance for the books of licences they would start out with, so it would be necessary to bond them. A small fund for this purpose would be required. It is submitted that a plan could be developed along these lines which would be of immense value to the veteran and of no cost to the Government, other than a very small one to cover the cost of bonding, and it is recommended that such a scheme be organized, for the ensuing year, at any rate, in the territory which this Committee represents.

It is recommended that the Commission study the possibilities of employing some partially fit ex-service men as guards on level crossings, in both large and small cities throughout Canada. It is believed that a very considerable number of men could be employed in this manner and that the expense of such a service would not be excessive, taking into consideration the public benefit which would result from the undoubted saving of many lives.

Inasmuch as the problem of the unemployed veterans is involved to a considerable degree in the whole problem of unemployment in Canada and there are many abuses by individuals of the present system of administering relief, which make it more difficult for the veteran and more costly for the Government, it is suggested that such abuses could be prevented by a National Registration of all unemployed persons and if deemed necessary, of all residents in Canada

In the operation of such a system of registration, means would be employed to identify returned soldiers and establish their classification according to fitness for work. When there is no employment available for a veteran and such is certified on his card, he should be eligible to receive veterans' unemployment relief assistance, or, if single, might be found employment on a Dominion works project ear-marked for the purpose of providing employment for veterans.

2. *Veterans placed in employment to July 31st, 1937*

(*a*) *Permanent.*

	No.	Firm	Position
	1	Arctic Ice Co.	Salesman
	1	Self	Newspaper sales
	1	Dominion Bank	Janitor
	1	DeGuerin's Store	Clerk
	1	Legion	Steward
	1	T. Eaton Co.	Clerk
	1	Club	Attendant
	1	Dominion Government	Janitor
	1	Kewanee Apts.	Janitor
	1	In England	———
	1	Stamp Collecting	Collector
	1	Self	Lunch Stand
	1	Modern Press	Janitor
	1	Insurance Adjusters	Adjuster
Total	14		
	10	Lumber Camp	Labourers
	6	C.N.R.	Shops, etc
	1	Provincial Government	Motor Licence Salesman
	1	Gloecklers Store	Com'n Salesman
	1	Y.M.C.A.	Clerk
	2	Dominion Government	Radio Licences
	1	Army and Navy Club	Steward
	2	Tennis Clubs	Caretakers
	3	Forestry Farm	Labourers
	7	Farms	Labourers
	1	City Parks	Labourer
	1	Arrand Construction Co.	Carpenter
	1	Saskatoon Agencies	Com'n Salesman
	1	Churchill Elevator	Weighman
	1	Advertising	Com'n Salesman
	1	National Parks	Engineer
	1	Boyd Brothers	Car Salesman
	2	Consolidated Smelters	Carpenters
Total	43		
	109	Casual Employment.	
Total	166		

The above report includes the figures as requested and submitted in our weekly report but the Committee were strongly of the opinion that it should be clearly pointed out, that this is not a fair picture of the accomplishments of the Honorary Local Committee. Out of those classed as permanently employed, only four were actually placed through efforts of this office, the others were placed through the efforts of the individuals themselves or through other agencies such as the Local Employment Office, the Army and Navy Veterans, and the Canadian Legion, who have been doing this work for a long period of years and who at the present time are co-operating with this office very heartily. It should also be added that of those who have been reported as having been given permanent employment, we have heard of at least two whose employment has terminated because of the present depressed conditions in this Province. The same general remarks can be made about those who have been semi-permanently employed. Of the 43 reported, 15 received their employment through the efforts of this office. In the case of the majority of those who have been given semi-permanent employment, it is to be expected that many, probably the majority, will cease to be employed very shortly as the winter approaches. Of the casual employment about 95 received their positions through this office, but it should be pointed out that in nearly all these cases the employers who applied to us, had in previous years, applied to returned soldiers organizations who probably would

have placed the same number of men. To the list of those shown above should be added 7 dependents of unemployed ex-service men who have obtained temporary employment through this office.

The attitude of employers towards giving employment to veterans has, on the whole, been fair. One of the difficulties is to keep the employer reminded of the veterans' unemployment situation. There being such a large surplus of labour, employers are inclined to take the most suitable man on hand instead of applying to the Committee. There has been such a scarcity of openings for employment of any kind, however, that it is doubtful if this has happened in very many instances. Considering local conditions it is very doubtful if any further publicity campaign would bear any beneficial results. The larger corporations and railways have a large list of former employees to absorb, when the necessity for adding to their staff occurs.

It is gratifying to report that practically all placements made have given satisfaction. No complaints have been received of a veteran being discharged for inefficiency, although in one instance, by mutual agreement of employer and veteran, the employment ceased.

Another difficulty towards employment of veterans is the age limit for new employees imposed by large companies and their pension fund restrictions.

With respect to the attitude of the veterans to the work done by the Local Committee, there have been some complaints from individuals regarding the inability of the local Committee to obtain results in employment. Generally speaking, they also realize the hopelessness of the Committee's accomplishing much with the present local conditions. Many expressions of appreciation have been received from veterans for whom employment has been found.

One of the grounds for complaint by the Veterans is the criticism respecting the choice of applicants for Government positions not being returned soldiers.

3. *Probational Training*

Applications—Nil.

This plan is of little value to the Local Committee in that it has been impossible to locate positions for men whom this plan could assist, employment of all kinds being practically nil.

N.B.—One out-of-town application has been approved since the date of this report.

4. *Tools, Equipment and Transportation Fund*

The number of applications approved has been nil. The reason for this is that the regulations covering this fund, are such that the employer has to sign a form indicating that he will employ the veteran, before transportation can be issued. An instance of this is as follows: Two men needed transportation to Prince Albert to pass the medical examination of the Consolidated Mining and Smelting Co. Ltd., before proceeding to Goldfields to work for from 6 to 9 months as carpenters. The Company could not sign agreements to employ these men until after the examination as to their fitness. Also, if a rush call is received from a country point for a man, the same difficulty is presented.

This plan would be of much more benefit if the discretion for issuance of transportation were left in the hands of the Committee.

5. *Workshops Project*

Considerable time and planning was taken up by the Committee in whose hands this proposed project was placed. The proposal, as presented to the Commission, was approved. Just at the same time of this project being approved, the crop conditions, through drouth, were such that it forced to the minds of the Committee the question as to whether this project would operate successfully.

This situation, together with the information received that the workshops operating in Eastern Canada were not very successful, forced the Committee to decide to withhold inception of the project, until some future time, when conditions would be considered more favourable. It was considered that a project of this kind, at the present time, would accomplish very little towards assisting employment amongst veterans in this locality.

6. *Land Project*

A proposal was forwarded to the Commission on April 20, outlining a plan that would take care of a number of veterans. This proposal was well thought out and contained valuable information, in detail, as to its operation. The time in preparing this proposal was considerable. On the recommendation of the Commission, no action was taken at the present time.

7. *Corps of Commissionaires*

A meeting was held, to which were invited veterans who were considered eligible to form the nucleus of a local Corps. The feeling of those attending, was, on the whole, favourable to the forming of a Corps in Saskatoon. A number of Committee members met General King at a luncheon meeting, at which were outlined some of the general purposes and aims of a Corps. A further meeting of the Committee was held on June 3, at which General King again addressed the meeting, giving a full outline of the Corps' activities. It was decided that, if possible, a local Corps be formed.

8. *Summary of Meetings to July 31, 1937*

January 5.—Meeting convened by Lt.-Col. R. W. Stayner to which were invited those selected to form the Honorary Local Committee. The Chairman and the Vice-Chairman were appointed.

January 22.—Meeting of the Honorary Local Committee. Resolution forwarded to the Commission suggesting that:

(1) The Dominion Government assume responsibility for all unemployed veterans.

(2) That all unemployed veterans be carefully classified as:

(*a*) Totally unfit.

(*b*) Partially fit.

(*c*) Fit.

(3) That totally unfit be permanently and adequately provided for by the Dominion Government.

(4) The partially fit be assisted into sheltered or created employment, an adequate standard of income to be established, and if their earnings be short of this standard, the Dominion Government to augment up to the standard amount.

(5) The Dominion Government take immediate steps to provide work for fit veterans unable to find employment themselves.

(6) Imperial soldiers be included in all measures adopted.
Secretary appointed.

February 15.—Meeting of Honorary Local Committee. Appointing of subcommittees.

March 1.—Meeting of Executive Committee at which circulars from Ottawa, regarding plans of other cities for creating work were discussed. The Land Projects Committees were asked to draw up a proposal to present to the Commission. The listing of dependents of veterans, who desired work, was decided upon.

March 12.—Meeting of the Group Trades (Workshop) Committee at which it was decided to lay plans for the opening of a workshop and that the shop in Moose Jaw be inspected for ideas, etc.

March 16.—Meeting of Publicity Committee. Radio Campaign arranged, along with addresses to all service clubs. Sending circulars to all employers in Saskatoon decided upon.

March 22.—Meeting of Honorary Local Committee at which 17 were present to meet Commissioner Macnicol. Discussion of classification of veterans. Resolution sent to the Commission asking for the sum of $5,000 to be used to give financial assistance to individual cases.

April 20.—Meeting of executive Committee. Classification procedure adopted. Land project proposal received and ordered forwarded to the Commission, Secretary's report on inspection of Moose Jaw Workshop.

May 17.—Meeting of Group Trades (Workshop) Committee. Project outlined in detail for presenting to Honorary Local Committee.

May 21.—Meeting of Executive Committee to which were invited those who were considered eligible for the formation of a local Corps of Commissionaires.

May 26.—Meeting of Honorary Local Committee. Discussion of Stamp Collecting, Farm Project, Workshops and Corps of Commissionaires.

June 3.—Meeting of Honorary Local Committee. Proposal of Workshop Committee received and approved and ordered forwarded to the Commission. Address by General King *re* forming of a Local Corps of Commissionaires.

July 20—Meeting of Workshop Committee. Trustees and Signing officers for the Project appointed.

July 29.—Meeting of Workshop Committee at which it was decided to proceed no further with this project at the present time owing to local conditions and the report received that these shops are not operating successfully in the East.

Our Committee has received the interest of the Press and the local Radio Studio CFQC. A series of broadcasts were given of five minutes duration on behalf of the Local Committee, to explain the aims and objects behind the efforts of the Government, the Veterans' Assistance Commission and the Local Committee. The time consumed on the radio was given to the Committee by Radio CFQC for which a letter of appreciation was sent.

All members of the Committee stressed the importance of emphasizing in the strongest possible terms the fact that, as far as Saskatoon is concerned, the provisions made by the Commission are entirely inadequate to meet the problem of the unemployed ex-service man. They wish to point out that our problem is in no way comparable to that existing in other parts of the Dominion. The Committees consider that with the facilities given them by the Commission, they are able to accomplish almost nothing to alleviate the condition of the men they are supposed to help.

One member of the Committee is so convinced of the "absolute futility of endeavouring to accomplish anything worthwhile that will get the ex-service man into employment or improve the position of the partially fit and totally unfit under the existing conditions and the attitude of the Government towards the problem," that he has tendered his resignation as a member of the Honorary Local Committee.

Copy of correspondence in connection with this is attached as Appendix I.

Respectfully submitted,

Saskatoon Honorary Committee,

(Sgd.) ARTHUR E. POTTS.
Chairman.

August 31, 1937.
Col. J. G. Rattray, C.M.G., D.S.O.,
Chairman,
Veterans' Assistance Commission,
Ottawa, Ont.

THE VETERANS' ASSISTANCE COMMISSION

Saskatoon Honorary Committee
616 Federal Building,
Telephone 6551

August 30th, 1937.

Captain P. J. Philpott, M.C., D.C.M.,
Saskatoon Branch,
Canadian Legion, B.E.S.L.,
Saskatoon.

My dear Philpott.—Your letter of August 23rd tendering your resignation as a member of the Honorary Local Committee, was presented to the Committee last night after you retired from the meeting.

The Committee considered seriously the reasons which you put forward for resigning. While they appreciate your point of view, as shown by the report which they are sending to Ottawa, they felt that the services which you have been able to render the Committee, because of your intimate knowledge of the ex-service man's problem, are so valuable that they are anxious not to lose them.

I am therefore instructed to write you stating that your resignation has not been accepted, and to request that you reconsider the matter and continue to give us the benefit of your service and advice, by remaining a member of the Committee.

Yours very truly,

A. E. POTTS,
Chairman

THE CANADIAN LEGION OF THE BRITISH EMPIRE SERVICE LEAGUE

SASKATOON BRANCH No. 63

Col. A. E. POTTS, August 23, 1937.
Chairman,
Local Honorary Committee,
Veterans' Assistance Commission,
616 Federal Building,
Saskatoon.

DEAR COLONEL POTTS.—Please accept my resignation from the Honorary Local Committee which you head, to take effect forthwith.

After due consideration I sever my connection with the committee because of the absolute futility of endeavouring to accomplish anything worth while that will get ex-service men into employment, or improve the position of the partially fit and totally unfit, under the existing Commission and the attitude of the Government toward the problem.

None of the really important recommendations made consistently to the Government and to the Commission by Veterans bodies and reiterated by honorary local committees have been put into effect, and from the attitude of the Deputy Minister at the conference of local committee representatives I opine that it is not on the cards to give any consideration to those seriously and honestly made submissions. (I refer mainly to removing the unemployables from the labour market on an adequate allowance, and providing work for the fit and partially fit, this to be the responsibility of the Federal Government.)

It would appear that Ottawa expects citizens such as constitute the local committee to find work for the unemployed with only such meagre assistance as the totally useless transportation and tools provision, the unsuitable and in this province useless Probational Training Scheme, and the very questionable sheltered employment workshops which at the most could only absorb a dozen men here and that at a loss.

I think the gentlemen members of your committee, and particularly yourself, are quite sincerely trying to help the veterans, but after some six months of operation the results are disappointing and the future outlook for employment of the type of men registered quite hopeless.

Thanking you for your kindness,

(Sgd.) P. J. PHILPOTT.

REPORT OF EDMONTON HONORARY LOCAL COMMITTEE

1. *Unemployable:*

(*a*) The Honorary Committee have no means at their disposal to alleviate conditions for this class. The non-pensioner, possessing the necessary residence qualifications, may secure relief from the Municipalities. The small pensioner receives assistance from the Department. In reference to Municipal relief we feel that the veteran should not be subjected to the many indignities and hardships which he is called upon to suffer. It is the opinion of this Committee that the care of the unemployed veterans should be definitely assumed by the people of Canada, through the Dominion Government. This can best be attained by widening the scope of the "War Veterans' Allowance Act" and amending Section 4 thereof to read "has attained the age of fifty (50) years".

The reasons for this recommendation are as follows:

(1) The majority of veterans registered are unskilled, hence they were never eligible to come under any superannuation or pension scheme which is in operation in the ordinary commercial field; hence they have been unable to make any provisions for old age.

(2) The ordinary provisions under all pension schemes regulate retirement between the ages of 60 and 65. This Committee feels that a veteran who served in an actual theatre of war by reasons of such service has become pre-aged, as the reaction resulting from the rigors of war make him more susceptible to illness than is his fellow man who did not experience War service.

(*b*) To include under the "War Veterans' Allowance" former members of The Canadian Expeditionary Forces, who did not serve in an actual theatre of war, but having attained the age of sixty years, are adjudged unemployable. The reason for including these veterans under this Act is that the retiring age with large corporations is between the ages of sixty and sixty-five years, who would have received such a pension but for the interference of overseas service, and the Committee realize that once a man enlisted in His Majesty's Forces, he was subject to orders, and had to go where he was commanded, irrespective of his personal desire to be in a theatre of war.

(*c*) The Imperial veterans, as far as the War Veterans' Allowance Act are concerned, are a British Government problem. At the same time we feel that assistance should be given them to have their cases presented to the Imperial Representative at Ottawa.

2. *Partially Fit*

The Partially Fit man is the largest and most difficult problem. About 30 per cent of those registered in the City of Edmonton are classified as partially fit, and it has been possible to place a few of these men in semi-permanent jobs, such as Teamsters, Hotel Porters, Janitors, etc. When on relief they are under the same conditions as the Unemployable and Fit men.

This Committee feel that the partially fit man who is unemployed is just as much a responsibility of the Dominion Government as the unemployable, for although the handicap of the non-pensioner cannot be directly attributed to war service, it is recognized that the conditions endured during service have had a telling effect upon his efficiency and ability to earn a livelihood, and it is becoming more so as the man grows older.

As recommended in 1 (A), this may take care of the Partially Fit group, with the proviso that the veteran is unemployed and in actual need of assistance, and that this would be discontinued when work was available to the veteran through the Honorary Local Committee of the Veterans' Assistance Commission.

Our Committee hope to make headway in undertakings, non-competitive in this City, that could be used to assist returned men—such as training men as Traffic Policemen, to patrol and assist the Police Force. Policemen are highly trained men, and should not be called upon to enforce the petty provisions of the City traffic regulations. The duties of the Traffic Policemen would be controlling pedestrian traffic, checking parked automobiles, special duty at public schools where schools are close to traffic, and operating parking stations if property is available.

There seems to us to be an opportunity to use Partially Fit men in the tourist business, especially in our National Parks (Banff and Jasper), and at Customs ports of entry. They could be uniformed and trained; men who would give a real service to our tourist traffic. This work could be undertaken through the local division of the Corps of Commissionaires. Tourists coming into Canada would welcome this service, and it is also non-competitive.

This group of veterans could be used to advantage in tree planting, and also in clearing under-brush which helps to prevent forest fires.

This Committee at the present time do not consider that a Workshops Ltd., would be of any material benefit in this district to the veteran, but as conditions improve we might be able to set up a Workshops Ltd., to the advantage of the Partially Fit man.

We recommend that the Government assign the sale and collection of *all Radio Licences* throughout the country to ex-service men, and eliminate the sale of licences at stores and post offices. In the cities where a Corps of Commissionaires is formed, it is also recommended that this work be performed by uniformed members of the Corps. Local Committees of this Commission, with the assistance of local Branches of Veterans' Organizations, could organize sales forces and divide their territories into Sales Districts.

If organized properly, work would be available for Partially Fit men, and an increase of revenue would result to the Dominion Government.

We feel this recommendation should be gone into immediately as it takes considerable time to organize a sales force.

We feel that the Dominion Government should set an example in giving sheltered employment in all branches of the Government service, and also give consideration to fit veterans when drafting agreements with Provincial and Municipal authorities, in respect to work in which the Dominion Government is bearing part of the costs. We find it very difficult to get men placed in projects of this nature.

3. *Veterans Placed in Employment to July 31, 1937*

This Committee find the attitude of employers to giving employment to veterans, as a whole, excellent. Our office has to keep the employer reminded from time to time of the veteran's claim.

Owing to the large surplus of labour the employer is inclined to take the first suitable man on hand instead of applying to the Honorary Local Committee. This applies mostly to construction work. From our experience a personal contact with the employer gets better results, but a certain amount of publicity is essential. Some difficulty is experienced in securing employment for the veterans with the larger corporations and railway companies, first owing to the age of the veterans, and second, to the seniority clause in the Union Agreements.

In all placements (permanent, semi-permanent, and casual) made up to July 31, 1937, it is very gratifying to the Committee that only one complaint has been made when a veteran was discharged for inefficiency. In this particular case, the veteran was discharged twice for inefficiency, but we are pleased to report he has now been placed in employment which he is able to perform efficiently. The age of the veteran is a handicap when securing employment.

With respect to the attitude of the veterans to the work done by the Honorary Local Committee, so far no complaints have been registered, but rumours circulate in the streets to the effect "that not enough is being done by the Governments," but these are remarkably few considering the depressing effect of the continued unemployment that these men have had to put up with in the last five to six years, and the restless political situation in Alberta. On the other hand it is gratifying to receive letters of appreciation of the efforts made by the Committee in securing employment for the veterans.

It is safe to say that the majority of veterans realize and appreciate the work done by the Committee, considering the resources available, and general lack of opportunity for employment.

We have had many complaints, especially from the single men in reference to the Dominion-Provincial agreements respecting work projects, a clause whereof *excludes* veterans from receiving employment unless they have been in receipt of Municipal relief to the amount of $20 during the period of January 1

to March 31, 1937. We have a great number of single veterans who will not stay on relief in the winter months; they would rather work for a farmer, whom they know, for their board. Hence they are excluded from the work projects.

During last winter, camps were set up for single men, and they were paid at the rate of 30 cents per hour. When they left these camps early in the spring to look for other work they were paid on the Voucher System. Each voucher was made out for $4, and this amount had to last them for one week. We are of the opinion this amount should be raised to $6 per week, if the Dominion and Provincial camps are to be in operation this year.

From information received in our office, the men were very well satisfied with the conditions of the camps last winter.

We find that the larger corporations and wholesale houses hesitate in taking on extra assistance, owing to the political crisis we are going through in this Province at the present time.

PERMANENT EMPLOYMENT

No. of Men	*Position*
1	Accountant
1	Baker
3	Bookkeepers
1	Butcher
3	Clerks
1	Cook
1	Game warden
1	Farmer
1	Farm-hand
1	Hotel Clerk
3	Janitors
6	Labourers
1	Salesman
1	Welder
25	

SEMI-PERMANENT (From 2 to 10 months work)

No. of Men	*Position*
2	Blacksmiths
1	Bookkeeper
2	Bricklayers
1	Brush-hands
1	Butcher
2	Caretakers
5	Carpenters
1	Car-man
1	Construction foreman
16	Clerks
3	Cooks
1	Deck-hand
3	Engineers
86	Farm-hands
3	First aid men
4	Gardeners
1	Gateman
1	Harness-maker
5	Janitors
218	Labourers
2	Mechanics
1	Orderly
1	Painter
3	Plasterers
1	Porter
1	Stone mason

SEMI-PERMANENT (From 2 to 10 months work)—*Concluded*

No. of Men	*Position*
1	Survey-man
13	Teamsters
2	Timekeepers
1	Tinsmith
1	Tractor-man
4	Truck drivers
388	

CASUAL EMPLOYMENT (Less than 2 months work)

No. of Men	*Position*
56	Checking traffic
27	Clerks
11	Messengers
16	Miscellaneous employment
6	Special constables
46	Ticket-takers
10	Traffic men
172	

Permanent employment	25
Semi-Permanent employment	388
Casual employment	172
Total	585

It is very gratifying to the Committee that over 65 per cent of the men, as shown in the report above, who have secured employment through this office, have not worked for more than *three and one-half years.*

4. *Probational Training Plan*

With respect to the Probational Training Plan up to the present time, the veterans in this district have not been able to take advantage of this plan. Owing to the conditions in this Province, the scope is limited, but with the increased demands for skilled labour there would be more demand for the Probational Training Plan. We have had in the month of August, (8) eight applications, but none were able to comply with the rules and regulations. We feel that this Training Plan should be encouraged.

5. *Tools, Equipment and Transportation Fund*

With respect to this Fund, which has been in operation only since the end of June, we have had no applications made under the Fund. We may say we have had wonderful co-operation from the Canadian Legion (Poppy Fund) and also the Canteen Fund, in getting Transportation paid for veterans going to employment, the total amount advanced being $250.00. If our Fund had been in operation in the early Spring our office could have taken advantage of it. We find the sum of $10.00 for Transportation not enough. You will note from our weekly reports we have secured employment for veterans in the Yellow-Knife, Northwest Territories, and this entails transportation by aeroplane. The employee has put up half the fare which is $35.00. These men are working with the Consolidated Mining and Smelting Co. They were able to get this transportation from the Canteen Fund. We suggest that the arrangements be made that when men are going to the northwest Territories, Northern Saskatchewan and Northern Alberta Mining Fields, the transportation be increased to $40.00. As the feature of this plan is that transportation be issued by the railway warrants in placink men in employment, we find this very inconvenient. Take for example our Secreetary received a telegram from the McMurray Asphaltum

and Oil Ltd., McMurray, Alberta, on Monday, September 6th (Labour Day), to send a very good man to work loading *Tar Sands* at McMurray, The Pension Office being closed on Monday, it was necessary for our Secretary to get a taxi on Tuesday morning, September 7th, to get the railway warrant at the Pension Board Office, as the train left for McMurray at 9.25 a.m., and there is only one train a week. Perhaps a system could be put into effect which would be more convenient for this office, such as issuing railroad warrants for this office.

6. *Small Holding Plan*

Our Sub-committee have been working on a Small Holding Plan for some considerable time. The Commissioners of the City of Edmonton promised our Sub-committee a certain parcel of land at a small charge per acre, which in the opinion of the Sub-committee, was excellently situated near a school, electricity, and water. However, the City Council turned it down. At the present time our Committee is looking for suitable land.

In the opinion of the Committee, the Small Holding Plan should be encouraged. We feel that about 24 to 28 families could be placed under this plan within the next two years.

7. *Summary of Meetings to July 31, 1937.*

January 12.—Meeting commenced by S. C. S. Kerr to which were invited those selected to form the Honorary Local Committee. S. C. S. Kerr was appointed Chairman. A Sub-committee was appointed to select a Secretary. S. C. S. Kerr, C. Sutherland, A. P. Chattell.

January 25, February 7.—Sub-committee held two meetings and interviewed applicants for the position of Secretary. C. Sutherland was appointed Vice-Chairman. Sub-committee reported that they recommended Andrew Menzies as Secretary, owing to the wide experience he had in Ex-Service Men's affairs.

Feb. 15.—The following matters were discussed:

Duties of the Secretary.
Appointing a Permanent Executive Committee of five to help Secretary from time to time.
Time and place of meetings.
Office space for Secretary.

Feb. 28.—Meeting was called to discuss the advisability of setting up a Sub-committee. It was decided to call Monthly meetings of the whole committee, Sub-committee weekly.

Mar. 23.—Meeting was called to hear Mr. Macnicol, Commissioner, on important matters. The following were discussed:—

Classifications of Veterans.
Small Holding Plan.
Workshops Limited.
Corps of Commissionaires, and other important matters.
Col. T. C. Sims was appointed to the General Committee.

Mar. 31.—The following Sub-committees were appointed:—

Small Holdings. (S. Parsons, Chairman.)
Corps of Commissionaires. (S. C. S. Kerr, Chairman.)
Committee of three to deal with matters arising from time to time with Secretary. (S. C. S. Kerr, Chairman.)
Workshops, Ltd., Committee. (C. Sutherland, Chairman.)
Classification Committee. (S. C. S. Kerr, Chairman.)

April 14.—Meeting of whole Committee to discuss the following:—
Transportation to jobs for Veterans.
Corps of Commissionaires.
Small Holding Plan.
Mr. Kerr, and Secretary, re-employment of Veterans, were appointed to meet the Provincial Government on Road Programs.
Classification of Veterans as requested from Ottawa.

April 17.—Small Holding Sub-committee met to discuss type of Buildings and land.

April 24.—Sub-committee of Workshops met and after a full discussion it was decided to hold this in abeyance.

May 11.—Committee of Classification of Veterans, Mr. Kerr, Dr. Holmes and Secretary met and Secretary was given instructions to have veterans interviewed.

May 22.—Small Holding Committee met and discussed various parcels of land and Chairman was instructed to meet the City Commissioner.

June 1.—Classification Committee met to make their final report to Ottawa.

June 12.—Corps of Commissionaires Committee met and reported on meetings with Major General W. B. M. King, C.M.G., D.S.O. Owing to the holiday season approaching it was decided to leave this over till the beginning of September.

June 29.—S. C. S. Kerr and A. Menzies (Secretary) were appointed to go to Ottawa at a request from the Commission. A sub-committee discussed various matters of interest to veterans in reference to Chairman and Secretary's visit to Ottawa. They were instructed to ask for a work program, Dominion Government to take over full responsibility of veterans and give the Commission a review on what the Local Committee was trying to accomplish. It was decided that meetings would be postponed until after the holiday season, but the sub-committee should meet regularly.

Our Committees are co-operating with all veterans' organizations in Northern Alberta in placing veterans in employment.

Up to the 31st May, 918 veterans were registered, and classified; since that period our office has registered, and classified, 489 additional veterans.

Our Committee have to solicit the co-operation of industry and employers of labour, if we are to be successful. The Secretary spends three days per week calling on wholesale houses and employers of labour. We find the personal contact brings better results.

A certain amount each month should be set aside for:—

(1) Circular letters to employers of labour.
(2) Cards sent to employers of labour with phone number, so that this card can be kept before the employer of labour for reference.
(3) Press advertising.

We feel this will keep the name of the Honorary Local Committee before the public.

We recommend that a National Publicity Campaign be carried out by broadcasting over C.B.C. by the Minister, Honourable C. G. Power.

Respectfully submitted.

EDMONTON HONORARY COMMITTEE,

(Signed) S. C. S. Kerr,
Chairman.

REPORT OF THE CALGARY HONORARY LOCAL COMMITTEE

August 12th, 1937.

DEAR COLONEL RATTRAY,—In reply to your letter of the 16th July, 1937, I am forwarding herewith a report as requested therein.

At a meeting of the Committee, held on the evening of August 11th, this report was passed together with the attached report on reforestation.

1. LEGISLATION

(*a*) *Unemployable*

In the Calgary area, we have on our Register about 40 men who come under this classification, or a percentage of 3% of those registered. We do not know how this compares with the rest of the Dominion, but it is evident that the problem of the care of these men is one which requires immediate attention. The Committee are aware there are many difficulties connected with this matter such as those who are entitled and those who are not to War Veterans' Allowance, the difference of providing for married and single unemployables, whether aid should be given to all, irrespective of whether or not they served in a theatre of war, and many others.

It is the considered opinion of this Committee that the Dominion Government should assume responsibility for the relief of all veterans of the Great War who require it, and that failing this they should unquestionably, by legislation, adequately provide and care for all classes of those who are unemployable and remove them from the vagaries and moods of the various Governments and Organizations throughout the Dominion in which they may be located.

(*b*) *Partially Fit*

All the veterans under this heading are capable of undertaking work of a light nature, and whilst they are not considered fit to compete in the general Labour Market, sheltered employment would overcome the difficulty and in many cases restore the confidence necessary to fit them for better positions.

Reforestation would be one means of furnishing employment to a large number of these partially fit men. See attached report on this project.

The record of unemployed veterans generally is considered most unsatisfactory as it is definitely known that the questionnaire system employed, unfortunately owing to carelessness and indifference of the veterans themselves, did not record the number that is actually unemployed. It is felt that a large portion of the veterans registered in this district are now scattered throughout the whole of the Dominion, and until some National system of registration is introduced, there is little hope of having any definite record.

The matter of dealing with the whole unemployment situation has been practically nullified by the fact that registration was not made at the outset, and a floating population has been traversing the Dominion from the Atlantic to the Pacific for years, for whose relief, nobody wished to accept responsibility.

The physically fit veterans are divided into three classes and the percentages are approximately, "White Collared" or Office Class, thirty per cent, Artisans twenty-five per cent and Labourers, forty-five per cent. The experience in this locality, so far, has proved that the former class is the most difficult to place in employment.

2. VETERANS PLACED IN EMPLOYMENT

The total number of veterans placed in employment up to July 31, 1937, is as follows:—

(*a*) Permanent	16
(*b*) Semi-permanent	12
(*c*) Casual	666

The attitude of employers towards giving employment to veterans in this district cannot easily be defined for the following reasons:—

(1) Owing to the lack of confidence generally created in the Province of Alberta, employers of labour are doing as little as possible and waiting to see what is going to happen, with the result that they have no employment to offer.

(2) The canvass of employers proved that in most cases firms had regular employees laid off owing to lack of business and they were determined that their own employees would require to be absorbed before any applications from veterans could be considered.

(3) The large numbers of men that are available for every position that becomes vacant. For instance, the only large construction job going on in Calgary at the present time is the extension to the Burns & Co. plant where a total of 50 men are employed. The Superintendent, who is himself a veteran, was in favour of this office supplying the workers, but each morning hundreds of deserving and sympathetic cases were begging for jobs and the Superintendent said he simply could not help starting some of them to work. He also pointed out that he had received hundreds of letters from prominent citizens requesting jobs for certain qualified and deserving cases.

If it were possible to obtain an accurate summary of all positions filled during the six months ending July 31, it would be ascertained that over fifty per cent of the men employed were veterans. The only work during this period where large numbers of men were employed was:—

The City By-Election.
The Voters' List Enumeration.
The Calgary Barracks & Sarcee Camp.
The Veterans given Gold Panning Money by Provincial Government.
The Calgary Stampede.

In all cases the veteran has measured up to the satisfaction of the employer for the simple reason that the greatest care was exercised in the selection of the man and the fact that the demand was not great.

3. Probational Training

The total number of veterans placed in Probational Training up to July 31, 1937, is five.

Our initial experience in connection with Probational Training was that some of the larger firms looked on this scheme as a Government subsidy and they expressed the opinion that they do not require this for them to employ labour. In some cases, firms took exception to their having to pay the veteran wages during training, as in their opinion the actual Training represented a cost to the firm.

This scheme has wonderful possibilities, but the fact that it is restricted to Artisans and that there is a difficulty in finding openings that are strictly in accordance with the regulations, has so far limited the number of men placed. This Committee have kept in mind the full object of the Government in making appropriations for this purpose, namely: in getting veterans into suitable permanent employment.

In connection with Probational Training, the Committee wish to express their thanks to Major C. A. Bell, District Administrator, Department of Pensions and National Health, for his willing co-operation and advice, founded on his experience in similar work.

4. Tools, Equipment and Transportation

So far we have had no applications for tools and equipment and it is very unlikely that there will be much demand.

Transportation is being provided under the Scheme for men to work on Provincial Road Camp projects. As requests were received for men for these projects, it was found necessary to provide them with Transportation, as the men had no money, the Provincial Government would not provide Transportation, and time would not allow the men to find their own way by riding freight trains. It was necessary for us to telegraph Ottawa and obtain authority for this, as the regulations were not clear as to whether or not the Scheme could be used for this purpose. We do not anticipate much trouble in obtaining a refund of this transportation provided.

5. Activities

The Calgary Local Committee Office was opened on the 26th of January, 1937. On commencing, the Committee decided to arrange Radio Broadcasts and give the work as much publicity as possible.

It was found that not only was excellent publicity given to the work of the Commission, but also that the veterans throughout the whole of the province were being encouraged by the fact that a real effort was being made on their behalf.

Letters, outlining the objects of the Commission, were forwarded to all ministers of the churches, requesting, on behalf of the Committee, as well as all unemployed War Veterans, to make an appeal to their congregations on Sunday, February 28, for consideration of this worthy cause.

Five hundred circular letters were forwarded by this Committee, to all principal employers of labour, requesting their co-operation, and these were followed up by individual letters, written to these firms, pointing out that the statistics of the unemployed ex-service men in the district were complete and stating the number of men available, who were likely to be required by the various firms.

Regular monthly meetings have been held, and when required, sub-committees have been appointed to deal with proposed Schemes.

Corps of Commissionaires

The first proposal submitted to Ottawa was the Organization of a Corps of Commissionaires, for Calgary. A Division of the Canadian Corps of Commissionaires was recently started in Calgary, seven Commissionaires are now in uniform, and the success of the Division is considered favourable.

Reforestation

Appended herewith is a Report on the Reforestation Scheme, on which we are building great hopes.

The Committee was much disappointed at the time, when they saw that there was not much chance of the Scheme being put into force. They were correspondingly cheered up, when recently, as a result of the Conference of the Delegates in Ottawa, on July 5th, they were told there was a possibility of something being done.

Small Holdings

During the month of May, the Committee gave considerable time and effort to a small holdings project, and at the time they were endeavouring to obtain land for this purpose, a communication was received from Ottawa, asking the Committee to refrain from submitting a Proposal in this connection.

The Committee have decided, at the present time, to refrain from making any recommendation on Small Holdings for veterans.

Banff-Jasper Highway

Your Committee was not allowed to place any men on the first Government work started in this District, namely, the Banff-Jasper Highway Road Work, but we have since ascertained that ex-service men obtained employment on this work. We mention this, merely because we expected the same co-operation from the Government Departments as we did from other employers of Labour.

Workshops Limited

We have no Scheme in regard to Workshops Limited, at the present moment, but the Committee have in mind initiating something of a similar nature, but on a smaller scale, which would provide sheltered employment for a considerable number, and eventually they hope it will develop into something larger.

Generally speaking, and as already mentioned in the beginning of the Report, we have been much hampered in obtaining employment for ex-service men, by conditions which are peculiar to the Province of Alberta. Should these conditions improve and some work become available, as is happening in other parts of Canada, the Committee feel that a great deal more than has already been possible, can be done for the ex-service men here.

The effectiveness of the Honorary Local Committee has been amply demonstrated in this District, in that, wherever positions are vacant, or work of any nature is available, it has been found that someone on the Committee had sufficient influence to bring pressure to bear in the right direction.

STAFF

In regard to the Staff, shortly after we had been in operation, we found the clerical work was such that it was absolutely necessary that the Secretary, in order to carry out his duties, have assistance, and at the request of the Committee, we were permitted to employ a typist.

In connection with the Secretary's work, the Committee have nothing but the highest praise, and wish to express appreciation of his energy and initiative. At the request of the Corps of Commissionaires, I had to consent to his assuming, in addition to his other work, that of Acting Adjutant, and it has taken up a great deal of his time or I might say, increased the heavy burden on his shoulders.

His responsibilities, and the work he performs, I consider deserve a higher remuneration than that he now receives.

(Sgd.) G. E. SANDERS,
Chairman,
Calgary Local Committee.

VETERANS' ASSISTANCE COMMISSION

CALGARY LOCAL COMMITTEE

531 Public Building,
Calgary, Alberta,
August 12th, 1937.

The Honourable C. G. Power, M.C., M.P.
Daly Building,
Ottawa, Ontario.

Dear Sir.—The Local Honorary Committee of this City begs leave to submit for your consideration, a proposal for the employment of 214 Returned Veterans on the lands of the Dominion Experimental Station Area at Kananaskis, Alberta.

It should be noted in the first instance that THIS PROPOSAL IS IN NO WAY A DEPARTURE FROM THE PRESENT POLICY OF THE DOMINION GOVERNMENT.

In November, 1934, the Government of the Province of Alberta, turned over to the Government of the Dominion of Canada, (Department of Mines and Resources) sixty-three acres of the Kananaskis District, for forest research work. Immediately the Department of National Defence established four Relief Camps for single unemployed men. Under the supervision of the last mentioned Department, the men for approximately twenty months did the following work:—(a) built permanent buildings; (b) constructed roads and trails: (c) did forest improvement thinning.

IT IS SUGGESTED THAT SUCH WORK BE CONTINUED AND ANY OTHER COLLATERAL WORK UNDERTAKEN AS MAY BE CONSIDERED ADVISABLE.

The value of such work is obvious. The improvement thinnings increase the growth of the present stands and a maximum yield per acre is thereby made possible, as well as the marketing of such thinnings for pit props, lagging, fence posts, corral poles, telephone poles, etc.

Simultaneously, the construction of roads, trails and bridges not only makes timber resources accessible for the marketing of such products but also enables the Department of Mines and Resources to protect the area against fire, insects and fungus disease.

Another method of appraising the value of such work to Canada, is as follows:—

On the assumption that the average of the present stands is sixty years, local Officials of the Calgary Branch of the Department of Mines and Resources estimate.

(1) That the yield would be increased during the next sixty years, from fifty to one hundred per cent, by thinning.
(2) That stumpage values would probably double by reason of the higher quality of the timber.

Such officials anticipate that within the next sixty years, greatly increased stumpage prices will prevail.

THE FOREGOING WORK, ACCORDING TO THE SAID GOVERNMENT OFFICIALS, WOULD IN SIXTY YEARS RETURN TO THE GOVERNMENT OF CANADA, THE MONEY WHICH WOULD BE EXPENDED, WITH SOME INTEREST.

The said Camps are of a permanent character, and unfortunately are greatly depreciating through lack of use and care. Each of the four Camps accommodates 134 men, and is located two miles distant from the closest camp. The buildings comprise the following:

(1) Sleeping Huts.
(2) Dining and Cook Huts.
(3) Canteen and Recreation Hut.
(4) Ablution Huts.
(5) Store Hut.
(6) Camp Office.
(7) Ice House.
(8) Stable.
(9) Refrigerator.
(10) Root House.
(11) Latrines.
(12) Garages.
(13) Blacksmith Hut.
(14) Headquarters Stores.

The foregoing Camps cost $6,000 each or $24,000 in all.

Two important factors in the consideration of the proposed scheme are, first, the suitability of the men for the work, and second, the cost.

Suitability of Men for Work

This work is particularly suitable for partially fit unemployed persons, as it is not overly arduous, and is pleasant at any season of the year. In fact, the Calgary Branch of the Department of Mines and Resources indicates that some of the best work can be done in the winter time. This work might be regarded as sheltered employment, to which reference was made by the Veterans' Assistance Commission in its Interim Report, and on which special emphasis was placed during the recent Conference.

The advisability of instituting work of this kind should be considered, not only in the light of the partially fit unemployed person, but those unemployed non-service men, who by reason of their age, find it impossible to secure employment because of the demand on the part of Industry for young men within certain age limits.

COST OF THE WORK

As your Committee contemplates, with the acceptance of the foregoing Scheme, placing 214 men at work this Fall, we have had the Calgary Branch of the Department of Mines and Resources give an estimate of the approximate cost. This reveals a total annual expenditure of $141,780, or, on a monthly basis of $11,815, made up as follows:—

2 Foremen..	at $100	per month.	$200
2 Sub-Foremen..	" 75	"	150
2 Storemen-Clerks..	" 60	"	120
4 Gang Bosses..	" 50	"	200
2 Cooks..	" 80	"	160
2 Cookees..	" 60	"	120
Extra pay for Labourers acting as First Aid men, Flunkies, etc., approximately..	" 50	"	50
214 Men—Subsistence for (including Supervisory Staff) at 75 cents per man..	" 4,815	"	4,815
200 Labourers..	" 30	"	6,000
Total Monthly Cost..			$11,815

In estimating the cost, however, there are two other factors which must be taken into consideration,—first, the saving to the country by taking such men off relief, and second, the monies to be had from the sale of the thinnings which would be made available as a result of doing the said work.

SAVING OF RELIEF MONIES

It is estimated that under this Heading alone, $38,880 will be saved annually.

200 Single men at $12 per month Relief	$ 28,800
14 Married men at $60 per month Relief..	10,080
Total	$ 38,880

PROCEEDS OF SALE OF THINNINGS

At the present time the Department of Mines and Resources has a policy of selling stumpage from certain sections of the said area and receives a return of $4 to $5 per acre.

As an alternative to the aforesaid policy, the Department could, under the supervision of its foresters, not only have the area thinned, but trim the thinnings and make them into pit props, posts, poles, etc., and sell the same either under contract or direct to the consumers. It is estimated that the sale of such poles and props would return from one to one and a half cents per lineal foot.

In making such suggestion, the Committee realizes that a change in such policy would have to be slowly developed, and one cannot state at the present

time to what extent this change would increase the return from the operations. Obviously, however, it embodies an additional source of revenue, to say nothing of the employment afforded.

Finally, in submitting the foregoing proposal there are three observations which your Committee wishes to make:

(1) The Committee's recommendation for the placing of 214 men to work has been limited by the fact that there are not sufficient experienced men available in this District in the Department of Mines and Resources to supervise the work of a greater number.

(2) This Committee is of the opinion that the institution of this work in the Kananaskis Forest Experimental Station Area would prove the feasibility of introducing such work in other Districts on a larger scale and might definitely contribute a solution in a large way of the national unemployment problem.

(3) This Committee wishes to acknowledge the assistance rendered to it in preparing this survey, by Mr. H. L. Holman, of the Calgary Branch of the Department of Mines and Resources.

All of which is respectfully submitted on behalf of the Committee.

(Sgd.) R. M. EDMANSON,
Chairman,
Sub-Committee, Calgary Local Committee.

REPORT OF THE VANCOUVER HONORARY COMMITTEE

1. (*a*) *Unemployables*

It is considered that the adoption of the recommendations of the National Employment Commission, in their Report just released—that unemployment and relief be regarded as a Federal responsibility—will, if approved and acted upon, do much to clarify this perplexing issue in respect to Veterans.

At present every Province has its own Rules and Regulations. Grants from the Federal Government vary considerably from time to time, and when cuts are made in Relief appropriations, the Provinces pass the reductions on to the Municipalities. General tightening-up in regulations, classifications, age limits and eligibility result.

This Office is not primarily interested in, or should deal with, Relief. Yet, with the constant change in Relief Policies, we have in scores of cases been appealed to in this connection by Employables (as well as Unemployables and the Partially Fit), and have, by contact with the Provincial Relief Authorities at Victoria and the Local Authorities, succeeded in most cases in getting temporary assistance.

The Commission doubtless has under consideration ways and means of easing this situation, such as reduction in the age limit of, and qualifications for, The War Veterans' Allowance. It is deserving of sympathetic consideration and action. Also, of course, once definite steps are taken to deal with the Unemployables by frankly recognizing them to be in that category, and providing in some measure accordingly, it will make it easier to deal with employment for the partially fit and the employables.

1. (*b*) *Partially Fit*

This category is undoubtedly the most difficult to deal with, especially when the Veteran is not in receipt of a pension or the War Veterans' Allowance.

Industrial conditions are such that, unless special Schemes are inaugurated there is little hope of more than a negligible fraction of these men ever being

absorbed into gainful employment, whether of a permanent or temporary nature. The labour market is glutted with younger men, and their ranks are being augmented every year by lads from Schools and Universities.

Also, it is estimated by the City Authorities that within the past few months more than 3,000 people have come to Vancouver from the dried-out Prairie areas.

To the employer of labour at the Coast a man is either fit or unfit, and there is no intermediate class in which he is interested.

We have in this Province a large Oriental population—Japanese, Chinese, Hindoos, etc.—besides many of Central European nationality. Cheap labour, in categories not covered by the Provincial Minimum Wage Act is, therefore, plentiful. And, of course, patriotism and community well-being must always be subservient to profits from the standpoint of the average employer. He must compete, therefore he must have cheap labour. Economic maxims of employment and the gainful and repeated turnover of money were probably learned at School, and promptly forgotten or conveniently discarded.

Our partially fit men number 594, or 19·8 per cent of the names on the Ottawa Questionnaire Lists. Without special schemes being evolved to take care of these men, or other measures being adopted by the Commission and subsequent Federal legislation, their case is serious indeed, especially if they are denied relief, as many are at present.

We have many lads visit our Office who are on the point of exhaustion through actual lack of food and the effects of continual malnutrition. We are usually able to arrange temporary meals and accommodation for them, but the Relief Agencies, private and official, with whom we are in contact, have so many similar cases to handle that these men can be taken care of for a few days at the outside.

The situation is serious, inasmuch as the ex-service man, who quite often loses his home and life savings, cannot stand by without shattered morale and bitter recollections of the specious promises made to former members of the Fighting Forces.

He becomes an easy prey to radical propaganda. Not infrequently he is picked up by the police in a parade of rowdy malcontents, or for soliciting funds on the street. For the latter infraction of the law, 53 Veterans were sentenced to a two months' term in the Oakalla Prison.

Sheltered employment of some kind is the only medium we can suggest to take care of this class, and Schemes have already been put forward to help out these men.

2. *Veterans Placed in Employment*

As on the 31st July the figures are:—

(*a*) Permanent placements..	86
(*b*) Permanent Part-time (newspaper distribution work)..	171
(*c*) Semi-Permanent: This category has not been specifically treated as such by this Office for statistical purposes. We have classed as permanent placements all men whose work is actually in that category, and the Temporary (or Casual) Employment Figures cover all Veterans whose work is for one day, or for any period up to a few weeks.	
(*d*) Casual (Temporary) Employment..	217
	474

In connection with the employment secured through the efforts of this Office and the Honorary Local Committee for worthy Veterans, had we the

staff to check up on the leads given our men and employment obtained through our direct contacts with Employers, we would undoubtedly be able to report scores of others who have obtained permanent or temporary work.

As regards the attitude of Employers towards giving employment to Veterans, we have in our contact with them placed the greater emphasis on their steadiness and fitness for the work. We have barely touched upon the sympathetic angle —the sacrifices these men made for the common good and the hardships they have suffered, and are suffering, through devotion to Duty.

We have, in the main, found Employers sympathetically interested in the worthy work of this Commission, though the placement of men with some of the larger Corporations has been difficult (and, in some cases, impossible) on account of the higher average age of Veterans.

However, in general, if a Veteran can do the work expected of him and is steady and reliable, then employers are not averse to engaging him, though, usually, much personal contact work is necessary. Contacts, and yet more contacts, are the best means of getting Veterans back to work, and this has been the chief method adopted by the Vancouver Local Committee. Correspondence with prospective employers performs a useful purpose, but must be supplemented by personal calls and interviews.

Of the 86 permanent placements we have made, we have had only one failure and this was on account of finding the work too heavy. Much of this success is attributable to picking the right men in the first place for the work offering, which our complete filing and record system enables us to do.

As regards the reaction of the Veteran, employed or unemployed, to the work being done by our Committee, with isolated exceptions this has been most favourable. Of the 3,838 men who have called at this Office since February 22, this year, we have had less than half a dozen cases where a Veteran has "let himself go." Three of these subsequently became some of our best friends and "boosters" among the many, many daily callers; another secured, through our efforts, lucrative temporary work; while another was placed through the Probational Training Scheme, and is giving every satisfaction.

Our staff, long experienced in dealing with men, has treated all who call and register for employment with courtesy and consideration. Rarely has it been necessary to be firm, although we have never put up with any nonsense and have not tolerated radical outpourings and behaviour.

3. *Probational Training*

Probational training active on July 31st..... 16

4. *Tools, Equipment and Transportation Fund*

Up to July 31 no application for assistance under the above Scheme had been received by this Office.

This Province has not, of course, the large and varied industries of Eastern Canada, and mechanics and skilled artisans are not employed here to anything like the same extent. Few in this category are out of employment, and most of those on the Ottawa Lists were not available when we had calls for men.

As regards Transportation: It is felt by our Committee that if the $10 allowance permissable under the above scheme were applicable to worthy Veterans who have the chance of securing work at a distance—instead of being for Artisans only—quite a few men would be able to get out of the city. The bona fides of the projected employment would, of course, have to be most carefully investigated; but undoubtedly the extension of this plan would be of no little assistance.

5. *Meetings Held and Activities*

Sub-Committees have been appointed and numerous Meetings held to discuss procedure and the best manner of securing employment.

Good results have been obtained through Radio addresses.

Practically all Trades and all Employers of Labour were circularized and followed up, but it was found that the only way to bring forth results was by personal contact with the Employers.

A sound and solid foundation has been laid, and many Employers get in direct touch with this Office when in the market for permanent and part-time workers. If these contacts are kept up we feel confident that many of our Class 1 men can be rehabilitated.

6. *General Remarks*

There are several Schemes being submitted by the Vancouver Local Committee which, for a moderate outlay, would take care of many of the Employables and the Partially Fit Veterans. This matter is engaging the serious attention of the Committee. It is felt that the following are some of the avenues of employment that would absorb a useful number of reliable and trustworthy men:

(1) Aides to the Police in Traffic work, thus releasing trained personnel for other and more pressing duties.

Given official recognition and the proper authority, capable Veterans engaged on this work could do much to keep the traffic moving smoothly.

Traffic tie-ups in Vancouver and neighbourhood are very frequent, especially at holiday times, and the parking situation is becoming acute.

There are still many vacant lots in the city, in strategic places, where parking under the care and supervision of competent Veterans would fill a long-needed want.

Parking in the downtown areas, under the man-a-block system, would also relieve the congestion, restore order and help eliminate the increasing number of petty thefts that are causing much annoyance and loss, especially to visitors. With watchful supervision this could be eliminated entirely, and quite obviously, is far superior to any mechanical or meter system which, because it is purely mechanical, cannot take care of the human element and moral aberrations.

(2) *Residential Night Patrol.*—Properly organized and under strict supervision and discipline, this would provide employment for a large number of men, mostly in the fit category, though there would also be opportunities in absorbing some of the partially fit.

Vancouver covers an enormous area, served mainly by an infrequent police car patrol system, which is totally inadequate for the needs of a large and rapidly growing city.

There are a few private patrol systems, but these are not satisfactory.

Patrol work would also extend to the waterfronts, and the large industrial area in False Creek, et cetera.

These matters are now before the Municipal Authorities of Vancouver for endorsement.

(3) *Work Schemes in Conjunction with the Provincial Government.*—These are many, and it should here be said that the Provincial Government is keenly interested in the work being done by this Commission and is willing to assist all it can.

Under this head would come such work as Highway Patrols and sign-posting of roads.

Patrol work would be of great assistance on the main highways as there is a tremendous tourist influx. Sign work is done through a Provincial grant to the Automobile Club, but here also our men could be of assistance.

Other work in conjunction with the Provincial Government would be afforestation, highway maintenance, clearing and repairing ditches, culverts,

et cetera. Our Committee's contemplated Proposals are already in your hands, and details are now being worked out for your information on some of these plans.

As discussed at the Conference in Ottawa on July 5 and 6 last, it is the carefully considered opinion of this Honorary Committee that all unemployed ex-Service Men throughout the Dominion should carry National Registration cards.

It is felt that the Federal Government could very materially assist in the employment of worth-while Veterans, both skilled and unskilled, in many Federal projects.

This Office has energetically contacted all firms who have been, and are, awarded Federal Contracts. But we have no satisfactory means of checking whether a fair percentage of ex-Service Men are employed, in accordance with Paragraph 10 of Labour Conditions.

At this Office we have registered for employment very many capable and experienced men in all trade categories, besides a percentage of good labourers. If there were a means of enforcing a more rigid observance of Clause 10 it would, undoubtedly, afford employment for hundreds of men throughout the Province.

We might say that our Office records of all Veterans who have registered with us are very complete and valuable.

Veterans have not only signed the Caller's Book, but have completed our Special Registration Form, which gives a comprehensive history of themselves and their experience.

We can turn up a man's record in his individual folder within a few seconds, and an efficient card-index system by trade classifications enables us to place the right man in any job when it is offered.

In conclusion the Vancouver Honorary Committee wishes to express its appreciation of the co-operation and help extended to it by Mr. G. C. Derby, the District Administrator of the Department of Pensions and National Health, the Staff of the Shaughnessy Military Hospital, and Dominion, Provincial and Municipal Authorities.

Respectfully submitted,

W. S. BUELL,
Chairman,
Vancouver Local Committee,
The Veterans' Assistance Commission.

Colonel J. G. Rattray, C.M.G., D.S.O., V.D.,
Chairman,
The Veterans' Assistance Commission,
Ottawa.

APPENDIX

The Vancouver Honorary Committee cannot over-emphasize the gravity and difficulties created by Transients.

The situation has existed to some extent for several years, but with drought conditions on the Prairies and publicity given to Vancouver on her recent Jubilee Celebration, it has become acute within the past year, and the situation goes from bad to worse.

People, including many ex-Service Men, simply fail to recognize, until bitter realization sets in, that there are scores of applicants (in some cases, hundreds) for every vacant position, particularly in the city of Vancouver, where most of the Transients congregate. They are arriving every day, scores of them, and we have had many call in here for assistance soon after their arrival.

The major Industries of the Province are, of course, Lumbering, Fishing and Mining. With the exception of Mining, these are seasonal and highly affected by adverse conditions, such as shifting Tariffs and Quotas, loss of markets through uncertain conditions in the Orient, etc. Vancouver itself is very largely dependent upon these three Industries, and when, say, the Logging Camps close for 3 months or the Fishing is poor, the effect is felt very severely in almost every sphere of commercial activity. The Provincial Government soon finds that many of these Transients soon exhaust what little cash they possessed, and apply for relief and assistance. But unless the Transient has resided here for one year continuously, this is refused.

As we have said in the body of this Report, we can usually obtain temporary relief for really deserving cases. This, however, is indefinite and for only a short period, and the Veteran is again absolutely destitute. At the best, it is merely putting a small patch on a large puncture.

It is recommended that this important matter of Transients receive the earnest consideration of the Commission.

(Sgd.)

W. S. BUELL,
Chairman,
Vancouver Local Committee,
The Veterans' Assistance Commission.

APPENDIX I (*c*)

TYPICAL LETTERS RECEIVED BY THE VETERANS' ASSISTANCE COMMISSION

CALGARY, Alberta,
November 8, 1937.

The Corps Commissionaires,
531 Public Building,
Calgary, Alberta.

DEAR SIRS,—On October 1st, we started using your Night Patrol Service, and, during the time that we have had these Services, your men have found our buildings left open on two occasions, due, no doubt, to carelessness on the part of our employees.

When we were first approached about taking this Service, we felt that for a nominal fee of $6.00 per month, we could hardly expect a thorough and efficient patrol Service, but thus far, the Service has been splendid. Your men have been quite thorough in discharging their duties, and quite courteous at all times.

We wish to thank you for the Service we have received, and can unreservedly recommend your organization to anyone requiring a Night Patrol Service.

Yours very truly,

CALGARY, Canada,
September 2, 1937.

Mr. FRANK GRAHAM,
Secretary,
Calgary Committee Veterans' Assistance Comm.,
531 Public Bldg.,
City.

DEAR SIR,—Regarding Mr. ..... whom we have had on our payroll under the arrangements made by yourself for the Veterans' Assistance Com-

mission, you will be glad to learn that this workman has completed the three-month probation period and has in our opinion proven very satisfactory, so much so that we are planning on making a place for him on our permanent staff.

We wish to thank you and through you the Veterans' Assistance Commission for the co-operation we have received in this matter.

Assuring you of any co-operation we may be able to give you in the future, we are,

Yours very truly,

HALIFAX, N.S., September 11, 1937.

Colonel L. H. MACKENZIE,
Secretary, Hon. Local Committee,
Veterans' Assistance Commission,
Cunard Building,
77 Upper Water Street,
Halifax, Nova Scotia.

DEAR COLONEL,—Replying to your letter regarding employment of veterans on our construction work in Halifax this year, speaking generally, we were very well satisfied with the men you sent us.

It was very useful having their occupations specified by you, and some of the men proved so useful that we are keeping their addresses for future employment.

We certainly appreciate your assistance and will get in touch with you when we are operating again.

Yours very truly,

OTTAWA, Ontario, November 8, 1937.

Veterans' Assistance Commission,
Ottawa, Ontario.

DEAR SIR—

Attention: Mr. Ben W. Allen,

Administrative Assistant

We note that on November 6th, the Probational Training period for Mr. ..... will terminate. The writer has been assured that Mr. ..... has proved himself to be very capable and we are pleased with the results of this experiment. We are pleased to record our approval of this probational scheme and we are glad at any time to take other men of the calibre of Mr. ....., and we also wish to express to you our thanks for your assistance.

Yours very truly.

MONTREAL, Que., September 1, 1937.

To Major BURBIDGE, M.C.,
Workshops Ltd.,
Montreal, Que.

DEAR MAJOR BURBIDGE,—When I first came down to Workshops Ltd., I was practically down and out, and you had the goodness to take me on with your Waste Paper Division.

That was in April last, since that time I have regained my morale, so much so, that I am now going back to my old business of Hotel Keeping in ....., with the aid of some friends.

I wish you to know, that all this good fortune is solely due to your interest in me, for your kindly generosity in my case aided my comeback.

I wish you and all associated with you in Workshops Ltd. the best of good fortune in all your ventures.

Yours respectfully,

SHELBURNE, N.S.

Colonel L. H. MACKENZIE,
Secretary,
Hon. Local Committee,
Veterans' Assistance Commission,
Cunard Building,
Halifax, N.S.

DEAR COLONEL MACKENZIE,—The experience I was able to gain through this course will undoubtedly be of very great help to me in the future. I, of course, had a fair knowledge of woodworking previously and there is still a great deal for me to learn, but had it not been for the Probational Training Plan, I should never have been able to reach the point where I could make, technically, practical use of this trade. Since Mr. ..... is taking me into partnership, we hope to work together for a long time.

Yours sincerely,

STONEY CREEK, Ontario, September 28, 1937.

Mr. THOMPSON,
Veterans' Assistance Commission,
Hamilton, Ontario.

DEAR SIR,—I want to thank the Veterans' Assistance Commission for the valuable aid I have received in securing employment at my former trade, and for the untiring efforts of the local committee and yourself in helping me to get re-established.

I find it difficult to express my appreciation for all you have done for me.

Yours very truly,

September 22, 1937.

DEAR SIR,—It gives me real pleasure to be able to sit down and write you and to be able to report that I am now steadily employed as a draughtsman. It is four months and one week since I started work under the Veterans' Assistance scheme and my term of probation terminated five weeks ago. I am in receipt of twenty-six dollars per week and, compared to Municipal Relief, the difference is comparable to Heaven and Hell, if what I have been told of those places is true, and I have yourself, the Commission you serve, and my present employer to thank. I do thank you all and whoever sponsored this scheme in the first place deserved a lot of credit.

There are many of the boys who were *over there* who can still do as good a day's work as any man and all they need is a little boost and a little friendly encouragement, but let it be sufficient to say that the V.A.C. is doing a worthwhile job and may the powers that be take cognizance of the fact, as it is not too late yet to make worth while citizens out of worth while subjects, i.e. *Old Soldiers*.

I remain,

Gratefully yours,

MONTREAL, P.Q., August 28, 1937.

Major G. C. BURBIDGE, M.C.,
Managing Director,
45 Ann Street,
Montreal, P.Q.

Dear Major BURBIDGE,—I take this opportunity to express my most sincere thanks to yourself and to the organization of Workshops Limited for making possible my rehabilitation.

Coming to Workshops in March last I was in a really sad mental, physical and financial condition. The congenial occupation afforded me at Workshops enabled me to regain my health to a remarkable degree, and the financial help proved a real boon.

Therefore, when in July my present position presented itself through you, I was in the happy position of being able to apply myself in such a way as to give full satisfaction to my present employers, The Springfield Group of Fire Insurance Companies, and as a consequence feel satisfied with life once more myself.

The salaried position I hold at this time is a highly congenial one and I look forward to many years of steady employment in work that is exactly suitable to my present condition.

All this I owe to yourself, and to Workshops, and in closing may I extend to you and to your organization best wishes for a continuance of the good work you are doing.

Sincerely yours,

TORONTO, ONTARIO, October 1, 1937.

DEAR SIR,—

Re: Probational Training

In reply to your letter of September 23rd *re* Probational Training, which I have just completed, allow me to thank you for recommending me so that I could take advantage of this plan. I have a position with ..... and am making about $18 per week, which is not very much at the present time, but I hope to increase it in the coming future.

I feel that the training period was most beneficial to me in so much as I could take my time trying to make sales, thereby learning more, knowing that at this time I was not entirely dependent on my selling ability to be able to live, your cheque every two weeks enabling me to feel this way, and I am sure anyone who comes under this plan will also feel a great benefit from it.

Again thanking you, I am,

Yours truly,

P.S.—How about another month?

Check War Records Sept. 7th, 1915, I was 100 per cent fit.

Dicharge March 7th, 1919, medically unfit.

Badge No. BC 72845.

G.S.W. Hand 12. 8. 18.

Won Military Medal June, 1918.

ANTIGONISH Co., N.S., November 8, 1937.

Colonel L. H. MACKENZIE, D.S.O.,
Secretary, Hon. Local Committee,
Veterans' Assistance Commission,
77 Upper Water St.,
Halifax, N.S.

DEAR SIR,—With reference to my complaint in April about the veterans being prevented from working for the Highways Department due to an order which stated that no pensioners could be employed on the highway, I wish to state:

After this matter had been taken up by the Veterans' Assistance Commission, an order was issued from the Department of Highways to the local highways engineer in Antigonish, and immediately after the twenty-five ex-service men that I had complained about were put to work and received a share of the work during the summer season. Some of them are still employed.

This rule had been in effect for a number of years and prevented ex-service men who were pensioners from being employed by the Department of Highways and I feel that the change made was directly due to the efforts of the Veterans' Assistance Commission.

Yours sincerely,

---

45 Ann Street,
MONTREAL, Canada,

October 8, 1937.

To Members of
The Honorary Local Committee,
Veterans' Assistance Commission,
Montreal, Quebec.

GENTLEMEN,—The following communication received at this office will be of interest to the members of the Committee, and especially to those who comprised the delegation which travelled to Ottawa yesterday for an appointment with the Honourable, the Minister of Pensions and National Health, Major C. G. Power, M.C., K.C., M.P.:

Major Burbidge,
45 Ann Street,
Montreal.

DEAR SIR,—It is with the utmost of gratification that I express to you, and your staff at 45 Ann Street, my appreciation for everything you have done for me. I came down to this part of the country a perfect stranger and have received nothing but kindness and help from every one. The staff at the Dominion Bridge have been more than generous and the people here in Lachine, especially the church people, have been very kind and have made me feel quite at home. From being a confirmed cynic I have been forced to believe that such a thing as the "Brotherhood of Man" exists.

The work that you and your staff are carrying on is in my opinion one of the grandest prospects ever devised to help the ex-service men and I sincerely hope and trust that you will be able to carry on the good work in order that you may be able to assist many more as you have me.

Again thanking you and also on behalf of my family who are now and always will be grateful for your many kindnesses,

Yours very sincerely,

The members of the delegation will remember this particular case being brought to the attention of the Minister.

Yours faithfully,

(Signed) G. C. BURBIDGE,
Secretary.

TORONTO, Ontario,
October 15, 1937.

Secretary of the
Veterans' Assistance Commission,
24 Adelaide Street East,
Toronto, Ontario.

DEAR SIR,—I wish to thank you for your co-operation in the working of the recent Veterans' Assistance Commission.

This has enabled me to obtain a position with the McInnis-Kirkland Gold Mines, Limited, which is a new company and cannot afford the services of a full time accountant. They have given me permission to take up outside work for a period of approximately six months and they are paying me a salary sufficient for my needs also a commission on any business which I bring to the company.

In closing I wish to state that your plan has been of inestimable help to me and I wish to thank those who were back of it who helped me in my rehabilitation.

Yours faithfully,

TORONTO, 14/10/37.

Mr. H. C. MacKendrick,
Secretary,
Veterans' Assistance Commission.

SIR,—I wish to thank you and the Assistance Commission for the assistance given me for the past three months to get into permanent employment.

I gave my employer your letter today, and his reply to your first question is that I am being retained. The wages at present will be thirty cents an hour. As I am working an average of 53 hours a week, the pay will run about $16 a week.

You ask if I feel that the training period has been beneficial to me. Well, let me explain the best I can. In the first place, when a man has been out of work for over three years and his age is over fifty years, he begins to give up hope and becomes very discouraged. Then he finds work and life takes on a brighter outlook. That's me. From a health point of view, I am much better, can eat better. Now I admit that city relief is very fair, but, God, what a difference to go shopping with your own dollar on a Saturday night. One has just to experience it to realize how much better you feel. Now as this is a new job to me, as I was taken on to do this firm's scouring, I am glad to be able to report to you that I am getting on exceedingly well and hope to be able to hold my position permanently.

Now, Mr. MacKendrick, please convey my sincere thanks to your Commission and believe me that the Probational Training period has been beneficial. I remain,

Yours sincerely,

Extract from a letter received from the Secretary of our Toronto Honorary Local Committee

"A veteran who is making a success of Probational Training has written that before he got this job, when he got up in the morning the only colour he could see in the 'Union Jack' was red. Now, he says, when he looks at it in the morning it is entirely different; he says there is white and blue also. This, we think, is a rather expressive way of saying what Probational Training has done for him."

HALIFAX, N.S.,
October 11, 1937.

The Secretary,
Honorary Local Committee,
Veterans' Assistance Commission,
Halifax, Nova Scotia.

DEAR SIR,—In regard to the Probational Training plan under which I have employed Mr. ....., I wish to say that he is getting along fine with his work, and is almost capable of doing anything in the painting business and has proven satisfactory in all his work.

Yours sincerely,

HAMILTON, Ontario,
September 14, 1937.

Mr. R. THOMPSON,
Secretary, Hamilton Honorary Committee,
Veterans' Assistance Commission,
Hamilton, Ontario.

DEAR SIR,—I wish to express my gratitude and thanks for the help you have given me in obtaining the job I now have of stationary engineer.

I sincerely hope you will be able to carry on this work and help a good many others as you have me. Thanking you again, I am,

Yours very truly,

TWEED, Ontario,
September 13, 1937.

DEAR SIR,—I find, as anticipated, that Mr. ....., is a most willing, conscientious worker and is very much interested in the welfare of my business. I find that a man of his age does not learn as fast as younger men whom I have trained during my sixteen years in business. However, the progress being made assures Mr. ..... steady employment with me. His many good points, sobriety, honesty and ambition more than make up for any tardiness in his learning to cut meats.

Owing to considerably more business activity this year, I have found it hard to spend the necessary time to teach. However, from now on it will be quieter and I will have more time to devote to his instruction. I have found too that practical daily work improves a man faster than any instruction.

Yours truly,

TORONTO, Ontario,
September 29, 1937.

Major H. C. MACKENDRICK,
Secretary,
Veterans' Assistance Commission.

DEAR SIR,—I am taking the opportunity to write to you and through you to thank the Commission for their interest in assisting me to secure a steady position. I'm sure that if this assistance had not been given I would not have had the chance to secure a position in the line of business that I follow, after being away from it for a few years due to the depression. It takes about six months to a year to be of any real value to the employer, and I could not get started at a living wage without the assistance. I might state here that my line is hardware (retail). I have not asked my employer if he is satisfied or not, but I will say I know more about hardware than he does himself and feel quite sure that if I behave and look after my work, and no unforeseen things turn up, I have a steady position, thanks to the aid from the Commission.

I am still being paid $20 per week, and if business picks up will receive more. This position has given me the chance to get up to date in prices retail and wholesale, and not to say the least it is much better to go home at night feeling that I am paying my way. My home is far more happy and feels like home. Mrs. ..... is able to take our little girl out in decent clothes and home is like home, in fact our own relatives come to see us because they know we will not look so blue and I suppose they felt sorry but could not help matters.

I feel sure that the Commission must have helped many homes the same as mine and I for one will do my best to help make myself a success.

Thanking the Commission, I am,

Yours truly,

TORONTO, ONTARIO, August 8, 1937.

Major H. C. MACKENDRICK:

RESPECTED AND ESTEEMED SIR,—I wish to take this opportunity to thank your patience and kindness in granting me Probational Training. I had given up hope and pretty low on account of my handicap *re* deafness. No one would give me a break and since 1929 I have had about four months' work. During this time, fortunately, I have kept optimistic. How I did it, I do not know. When I learnt of the Government graciously giving us a break, I lost no time in coming to your office. When I came the kind treatment I got from yourself, your assistant and your stenographer put new life into me and made me resolve that should I be fortunate enough to get a position, I would see to it that, as far as I was concerned, my time and energy would be such as to reflect credit on your organization who are endeavouring at great patience and effort to re-establish these with whom you come in contact.

In so doing, I have given myself a new lease on life and though badly handicapped by deafness, have been, as a result of your kindness, placed in a position of confidence in myself that I am not afraid to go out on the market. I sincerely trust those who are fortunate enough in being granted training, will strive to be worthy of your untiring labours. As my last week approaches, I shall at all times look back and thank your kind offices for what it has done for me and I know I will miss the friendly hand and cheery smile I have had when in your office.

Thank you sir, and may you be spared long to carry on the work you are so nobly carrying on.

I have the honour to remain,

Very respectfully yours,

September 21, 1937.

Mr. R. G. Goldston,
Secretary,
The Veterans' Assistance Commission,
313 Richmond Building,
London,
Ontario.

Dear Sir,—Your letter of the 17th to hand and I am enclosing your form duly completed.

The above has been improving in business and my intentions are to keep him employed as he has a lot of prospects for the future and I am sure that he will make a good Agent for me. I am pleased that you gave him the chance of getting the training.

Yours very truly,

Calgary, Alberta, September 10, 1937.

Mr. Frank Graham,
Secretary,
Honorary Local Committee,
The Veterans' Assistance Commission,
531 Public Building,
Calgary,
Alberta.

Dear Mr. Graham,—Having completed my Probational Training, I wish to express my gratitude to you and the Veterans' Assistance Commission for the effort you have made in giving me this opportunity to re-establish myself.

You will be pleased to learn that I have received a permanent position at 65 cents per hour.

Yours very sincerely,

St. James, Manitoba, November 17, 1937.

A. J. Taunton, Esq.,
Secretary,
Veterans' Assistance Commission,
Winnipeg,
Manitoba.

Dear Sir,—Having been unemployed for over two years, and, having during that time searched every nook and cranny in an effort to find work, and having further used all the influence available from friends and relatives to the same end, without a sign of success, I feel compelled at this time to place on record the great satisfaction and gratitude I find in being once more "on the payroll."

I should indeed be lacking in common courtesy if I should fail at this time to say "thank you very much" for finding me the employment I was unable to obtain for myself, but, to my mind it is even more a matter for gratitude that I can also put on record your kindness, patience and cheerfulness which attended my many visits to your office.

With renewed thanks to you and your staff, also to all those who work with you,

Faithfully and sincerely yours,

APPENDIX II

WAR VETERANS' ASSISTANCE COMMISSION

Regt'l No..... Married..... Single..... Widower..... Age.....

1. Name in full .....
   Surname (Block Letters) Christian Names

2. Address .....

3. Country of Birth ..... 4. Length of residence in Canada .....

5. Children.....Ages: { Male ..... / Female ..... }

6. Other dependents....Ages: { Male ..... / Female ..... }

7. Service Record—
   Prior to Great War .....
   Great War { (1) Unit { Original ..... / Overseas ..... } Date { of Enlistment .. / of Discharge ... } Rank { on Enlistment... ..... / on Discharge..... }
   (2) Length of service in Canada..... (3) England..... (4) France.....

8. War Disability—
   (*a*) Wounded ..... Dates .....
   (*b*) Nature of serious illness, if any .....
   (*c*) If pensioned, for what condition..... Percentage of disability .....
   (*d*) Amount received from Dept. of Pensions monthly (dependents included) .....
   (*e*) Amount of War Veterans' Allowance monthly, if any .....

9. Nature of other disabilities .....

10. Education ..... 11. Technical training, if any .....

12. Nature of employment before enlistment .....

13. Vocational training after discharge.....If so, what kind.....

14. Detailed statement as to nature and periods of employment since discharge; by whom employed and where .....
    .....
    .....
    .....

15. Periods of unemployment since discharge .....

16. Any unemployment assistance received ..... From where .....

17 Average annual earnings: { Before enlistment ..... / Since discharge ..... }

18. Property owned and encumbrances thereon, if any.....

19. Nature of employment desired .....

Date..... .....
Signature

VETERANS' ASSISTANCE COMMISSION

PROVINCE:

SUMMARY OF

Served in Canada only		Served in Canada and England		Served in France		Receiving W.V.A.	Receiving Pension which exceeds amount Allowed by W.V.A.	IMPERIALS Years in Canada Classification			TOWN
Pensioned	Non-Pensioned	Pensioned	Non-Pensioned	Pensioned	Non-Pensioned			1	2	3	

VETERANS' ASSISTANCE COMMISSION

LEGEND
*Years in Canada.
1—Under ten years.
2—Ten to twenty years.
3—Over twenty years.

UNEMPLOYED REPORT

PROVINCE:

CITY OR TOWN:

Question No.	NAME	ADDRESS	AGE	* Years in Canada	No. of Depnts.	Imp. or Can.	Service Can. Eng. Fra. O.T.	% Pen.	W.V.A.	MONTHLY INCOME	REMARKS

FORM "A"

THE VETERANS' ASSISTANCE COMMISSION

PROBATIONAL TRAINING

A Plan to assist Veterans who served with Canadian or Imperial Forces in a theatre of actual war to re-establish themselves.

FOR THE INFORMATION OF VETERANS:

The plan is designed to assist in securing steady employment for veterans who are anxious to follow their former or other suitable occupations, but who require a short period of training in order to regain efficiency.

Providing an employer will give reasonable assurance of steady employment, the Dominion Government, on the recommendation of the Veterans' Assistance Commission, is prepared to assist financially in the payment of wages, or salary, during the period required to regain such efficiency.

The employer who has signified his willingness to co-operate will be asked to state what is the regular wage payable for the position it is proposed to fill, and what wage he is prepared to pay during a period of training. The Government will pay the difference between these two amounts, provided that its contribution shall not exceed $50 per month, for a period of not longer than three months.

In order to be eligible for this plan, it is necessary that the veteran shall have served with either the Canadian or Imperial forces *in a theatre of actual war.*

PROCEDURE

(*a*) The veteran must be registered with the Employment Service of Canada or the Veterans' Assistance Commission.

(*b*) A veteran interested in the plan should report particulars of his qualifications and service to the nearest Veterans' Assistance Committee or, in places where no Committee exists, to the nearest recognized Veterans' Association or office of the Employment Service of Canada. He should, himself, endeavour to find a prospective employer who will engage him under this plan, and if able to do so, should submit full particulars, with satisfactory evidence that he will be given steady employment on the completion of training. Evidence of service in a theatre of actual war, such as copy of Discharge Certificate, should accompany the application.

(*c*) If the veteran, himself, cannot find a prospective employer, the above bodies will use their best endeavours to do so, providing the veteran has the necessary qualifications.

If full advantage of the opportunity furnished by the plan is taken, it should result in the permanent re-establishment of many veterans.

Veterans interested can give valuable assistance by extending their own individual co-operation in finding openings under the plan for themselves and others.

This plan is being put into operation with the entire approval of the Department of Labour.

The addresses of the various Veterans' Assistance Committees are as follows:—

Cunard Building,
Water Street,
Halifax, N.S.
Canadian Legion Building,
Charlottetown, P.E.I
Customs Building,
Saint John, N.B.
Room 7, Belanger Block,
Quebec, P.Q.
45 Ann Street,
Montreal, P.Q.
24 Adelaide Street East,
Toronto, Ont.
Room 625, Dominion Government Bldg.,
John Street, South,
Hamilton, Ont.
Room 313, Richmond Building,
London, Ont.
608 Federal Building,
Windsor, Ont.
416 Main Street,
Winnipeg, Man.
403 Post Office Building,
Regina, Sask.
616 Federal Building,
Saskatoon, Sask.
531 Public Building,
Calgary, Alberta.
423 Post Office Building,
Edmonton, Alberta.
419-420 Winch Building,
Vancouver, B.C.

Yours very truly,

J. G. RATTRAY,
Chairman,
The Veterans' Assistance Commission.

FORM "B"

THE VETERANS' ASSISTANCE COMMISSION

PROBATIONAL TRAINING

A Plan to assist Veterans who served with Canadian or Imperial Forces in a Theatre of Actual War to re-establish themselves.

FOT THE INFORMATION OF PROSPECTIVE EMPLOYERS:

The Veterans' Assistance Commission, set up by Act of Parliament for the purpose of assisting capable veterans to find employment, desires to draw your attention to the Probational Training scheme which is now in operation for such veterans.

The plan is designed to assist in securing steady employment for veterans who are anxious to follow their former or other suitable occupations, but who require a period of training in order to regain efficiency.

Providing an employer will give reasonable assurance of steady employment, the Dominion Government, on the recommendation of the Veterans' Assistance Commission, is prepared to assist financially in the payment of wages, or salary, during the period required to regain such efficiency.

The employer who has signified his willingness to co-operate will be asked to state what is the regular wage payable for the position it is proposed to fill, and what wage he is prepared to pay during a period of training. The Government will pay the difference between these two amounts, provided that its contribution shall not exceed $50 per month, for a period of not longer than three months.

Lists of capable unemployed veterans are in the hands of the Secretaries of the Honorary Local Committees of the Veterans' Assistance Commission, whose addresses appear on reverse side of this sheet. These Committees are prepared to recommend a suitable man for any vacancy you may have.

The conditions applicable to the veteran are:—

1. That he is registered with the Employment Service of Canada or the Veterans' Assistance Commission.
2. That he has ability to fill the position after a period of training.
3. That he has had service with the Canadian or Imperial Forces in a theatre of actual war.

In extending their hearty co-operation towards giving full effect to the Probational Training Plan, employers will be making possible the realization of several worth while objectives:—

1. They will be giving material assistance to the State in its effort to bring about the re-establishment of the capable unemployed ex-service man;
2. The result of the training should be that, at the conclusion of the training period, the employer should have at his service for steady employment a man qualified and efficient, with additional background of stability which results from the training and discipline of military service.

There is an opportunity in this plan for service to the State and assistance to the soldier, not only without loss to the employer but with the strong probability of permanent satisfaction on the part of both employer and employee.

This plan is being put into operation with the entire approval of the Department of Labour.

Yours faithfully,

J. G. RATTRAY,

Chairman,

The Veterans' Assistance Commission.

ADDRESSES OF SECRETARIES OF HONORARY LOCAL COMMITTEES THE VETERANS' ASSISTANCE COMMISSION

Cunard Building,
Water Street,
Halifax, N.S.
Canadian Legion Building,
Charlottetown, P.E.I.
Customs Building,
Saint John, N.B.
Room 7, Belanger Block,
Quebec, P.Q.
45 Ann Street,
Montreal, P.Q.
24 Adelaide Street East,
Toronto, Ont.
Room 625, Dominion Government Bldg.,
John Street, South,
Hamilton, Ont.
Room 313, Richmond Building,
London, Ont.
608 Federal Building,
Windsor, Ont.
416 Main Street,
Winnipeg, Man.
403 Post Office Building,
Regina, Sask.
616 Federal Building,
Saskatoon, Sask.
531 Public Building,
Calgary, Alberta.
423 Post Office Building,
Edmonton, Alberta.
419-420 Winch Building,
Vancouver, B.C.

FORM "C"

PROBATIONAL TRAINING

EMPLOYMENT AGREEMENT

The Secretary,
Honorary Committee,
Veterans' Assistance Commission,
.....

.....193....

Dear Sir,

We are willing to employ Mr. .....
under the Probational Training plan of the Dominion Government
as.....commencing on.....
(Nature of Position)

The normal wage for this position is.....
per..... We are willing to pay.....per.....for (not more than 3).....months or until he is considered sufficiently trained, whichever occurs first.

Should the services of this employee prove to be satisfactory during the period of training, we propose to continue him in regular employment thereafter.

.....
Where name of firm is stated the signature of manager or other responsible official must be added.

VETERANS' ASSISTANCE
COMMISSION NUMBER

PROBATIONAL TRAINING

COMMENCEMENT REPORT

1. Reg. No.....Name.....
2. Pension No.....His Majesty's Canadian Forces.....Unit.....
   Address. . . . . .
3. Has military identity of Veteran been established?.....
4. State theatre of actual war where veteran served.....
5. Previous occupation of Veteran.....
6. Nature of training recommended.....
7. Probable duration of training.....
8. Name, address and occupation of employer.....
   .....

9. Wages of position when permanently employed $.....
10. Wages to be paid by employer during training $.....
11. Allowances recommended to be paid by Department $.....
12. Date training to commence.....

Recommended.....Approved.....

Secretary, Hon. Local Committee, V.A.C. District Administrator

AUTHORIZATION FOR PAYMENT OF ALLOWANCES

13. Training Commenced.....
14. For period commencing.....ending.....
15. Rate of wages paid by employer.....Amount paid $.....
16. Amount pyaable by Department $.....
17. Payment to be made to.....

Certified.....Approved.....

Secretary, Hon. Local Committee, V.A.C. District Administrator

TERMINATION REPORT

18. Date of termination.....
19. Reason for termination.....

.....

20. State whether employed by firm with whom trained.....
21. Commencement wages.....

REMARKS

V.A.C. 12 5M-10-37 Req. 628

VETERANS' ASSISTANCE COMMISSION

APPLICATION FOR TOOLS AND EQUIPMENT

.....
(Place)

.....
(Date)

Honorary Local Committee,
Veterans' Assistance Commission.

UNIT SERVED
OVERSEAS.....
REGT. No.....
PENSION No.....
(if any)

Dear Sirs:

I hereby make application to the Veterans' Assistance Commission to purchase for me tools and equipment to enable me to take employment with.....as per form
(Insert name of firm)
attached hereto.

I am capable and competent to do the work that I will be engaged to do.

I agree that 10 per cent of my wages shall be deducted as earned until I have paid in full for these tools and equipment and the ownership of which shall remain in the name of.....
(Insert city or town)
Honorary Local Committee, as representing the Veterans' Assistance Commission, until my payments are completed.

.....
(Signature)

.....
(Witness)

V.A.C.—R.F. 2 500-7-37 Req. 485

APPENDIX III

NAMES OF EX-SERVICE ASSOCIATIONS PRESENTING BRIEFS

(IN ORDER OF PRESENTATION)

MONTREAL

Canadian Legion.
Montreal Rehabilitation Committee.
Montreal Service Bureau.
Red Cross (Quebec Section).
Harbour Branch of Canadian Legion.
Federation of Ex-Service Men.
Non-Affiliated Veterans of Montreal District.
South African Veterans.
Canadian National War Veterans' Association.
Canadian Legion (Verdun Branch).
Non-Affiliated Veterans (Verdun Branch).
Amputations' Association.

QUEBEC

Army and Navy Veterans.
Canadian Legion.

TORONTO

Canadian Legion (Business Men's Branch).
Canadian Legion (Jewish Branch).
Imperial Veterans of Canada.
Royal Naval Association.
Canadian Corps Association.
Amputations' Association (Toronto Branch).
Originals' Club of Ontario.
"Men of the Trees" Society.
Ontario Plural Union Veterans' Club.
Army and Navy Veterans (Provincial Command).
Tubercular Veterans' Association (Provincial Command).
Disabled War Veterans of Toronto.
The Veterans of the Young Soldiers' Battalion.
Gallipoli Veterans' Association.
8th Battalion Association.
East York Branch, Canadian Legion.
Progressive Veterans.
United Veterans' Council of Scarborough Township.
Excelsior Veterans' Association.
North York Veterans' Association.
Canadian Association for the Security of Pensions.
Veterans' Protective Association.
Ex-Service Co-operative Federation.

HAMILTON

Joint representation from: Canadian Legion.
Army and Navy Veterans.
Amputations' Association.
Pensioners' Association.
First Contingent Club.

LONDON

Canadian Legion.
Army and Navy Veterans.

WINDSOR

Canadian Legion.
Canadian Corps Association.
United Veterans Open Forum.
Windsor National Veterans' Association.
34th Battalion Association.
Disabled Veterans' Association.
Canadian Pensioners' Association.
Imperial Veterans' Association.

CHARLOTTETOWN

Canadian Legion.

SYDNEY

Canadian Legion.
Army and Navy Veterans.

HALIFAX

Canadian Legion.
Ex-Service Men's Protective Association.

SAINT JOHN

Canadian Legion (Provincial Command)
- West Side Branch.
- St-Croix Branch.
- Lockville Branch.
- T. D. S. Branch.

SHERBROOKE

Canadian Legion.

VANCOUVER

Canadian Legion (Mainland Council).
Amputations' Association.
South African Veterans.
Imperial Veterans' Association.
Disabled Veterans' Association.
Canadian Corps Association.
Army and Navy Veterans.
Ex-Service Men's League.
Small Pensioners' Association.
Canadian Legion (Nanaimo Branch).
Royal Engineers' Association.

EDMONTON

A Joint Representation—
- Canadian Legion.
- Army and Navy Veterans.
- Married Men's Unemployed Veterans' Association.
- Single Men's Unemployed Veterans' Association.

CALGARY

Canadian Legion (Provincial Command).
Army and Navy Veterans.
South African Veterans' Association.
Unemployed Ex-Service Men's Association.
Imperial Veterans of Canada.
Canadian Corps Association.
Imperial Division, Canadian Corps Association.

MOOSEJAW

Joint brief from Citizens' Joint Committee of Veterans' Organizations. the Bar Association, Ministerial Association, etc.
Protective Workers' Association.
Swift Current Branch, Canadian Legion.

REGINA

Joint Brief of:

- Canadian Legion.
- Army and Navy Veterans.
- Amputations' Association.
- Weyburn Branch, Canadian Legion.
- Unemployed Veterans' Association.

SASKATOON

Canadian Legion.
Army and Navy Veterans.
Rank and File Veterans' Association.
Prince Albert Joint Committee.

WINNIPEG

Canadian Legion (Provincial Command).
Army and Navy Veterans (Provincial Command).
Amputations' Association.
Canadian Disability Pensioners' Association.
Young War Veterans' Association.
Rural Rehabilitation Commission of Manitoba.
5th Battalion Association.
The Unemployed Service Men's Unit of Manitoba.
Centre Winnipeg Citizens' League.
Canadian Legion—

- Deer Lodge Branch.
- Kildonan Branch.
- St. James Branch.
- Brooklands and Western Branch.
- Neepawa Branch.

FORT WILLIAM

Canadian Legion (Fort William Branch).
Canadian Legion (Port Arthur Branch).

OTTAWA

Canadian Legion.
Army and Navy Veterans.
Non-Affiliated Veterans of Canada.

APPENDIX IV

PROJECTS

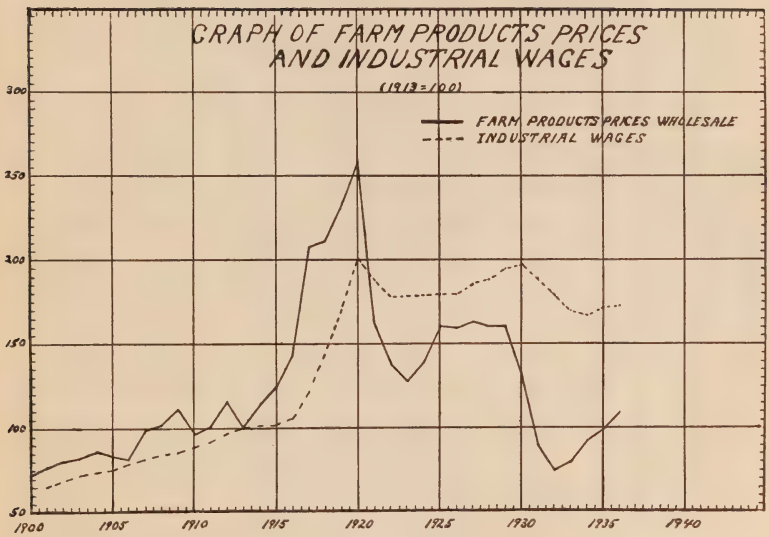
	Authorized	Supplied
Montreal Workshops Limited..	$ 45,000	$ 35,000
Toronto Veterans' Workshops Incorporated (Small Holdings)..	48,000	33,800
Windsor Veterans' Enterprises Incorporated (Small Holdings)..	37,400	37,400
Toronto Poppy Fund (Part Payment Building Premises)..	10,000	10,000
Corps of Commissionaires..	15,000	15,000
Regina Veterans' Workshops Incorporated..	5,000	5,000
Veterans' Land Settlement Association (Winnipeg) (Small Holdings)..	16,000	16,000
Saskatoon Veterans' Workshop Incorporated (Subject to Refund as Workshop Scheme Abandoned)..	3,500	3,500
	$189,900	$165,700
Toronto Veterans' Workshop Incorporated (Sub-Committee for placement unemployed veterans "Amputations")..	$ 1,500	$ 1,500
Grant to Vancouver Committee (Incorporation of B.C. Veterans' Workshops Limited)..	$ 150	$ 150
	Pending approval	
War Veterans' Industry Committee Incorporated (Moose Jaw)..	$ 1,000	
Regina Veterans' Workshops..	$ 5,000	
Vancouver Veterans' Auto Parking and Protective Corps..	$ 2,000	

APPENDIX V

CIVIL SERVICE APPOINTMENTS

Year	Permanent and Seasonal					Temporary					
	O.A.S. Preference			Civilians	Total	O.A.S. Preference			Civilians	Total	Grand Total
	Disability	Male O.A.S.	Female O.A.S. Widows			Disability	Male O.A.S.	Female O.A.S.			
1-9-18 to 31-12-19	.....	996	.....	1,117	2,113	.....	11,456	.....	10,791	22,247	24,360
1920	.....	945	.....	1,127	2,072	.....	4,393	.....	5,489	9,882	11,954
1921	.....	1,434	.....	1,013	2,447	.....	2,962	.....	3,728	6,690	9,137
1922	167	989	5	694	1,855	.....	1,576	.....	2,546	4,122	5,977
1923	177	982	7	602	1,768	.....	1,051	.....	1,840	2,891	4,659
1924	210	765	5	717	1,697	184	834	2	1,404	2,424	4,121
1925	244	840	2	950	2,036	139	735	3	2,051	2,928	4,964
1926	143	505	3	754	1,405	164	767	3	2,013	2,947	4,352
1927	160	553	4	916	1,633	146	780	7	2,624	3,557	5,190
1928	174	626	.....	1,245	2,095	244	875	4	3,108	4,191	6,236
1929	175	652	5	1,542	2,374	223	743	5	3,926	4,897	7,271
1930	188	653	7	1,726	2,574	187	939	8	3,724	4,852	7,432
1931	178	553	2	978	1,711	194	660	7	3,459	4,320	6,031
1932	79	149	2	308	532	139	421	3	1,486	2,049	2,587
1933	2	28	.....	26	56	150	327	3	1,229	1,709	1,765
1934	.....	11	.....	14	25	152	447	10	1,704	2,313	2,338
1935	8	87	.....	189	284	165	567	8	2,184	2,924	3,208
	1,905	10,768	42	13,918	26,633	2,087	29,493	63	53,306	84,949	111,582

APPENDIX VI


GRAPH OF FARM PRODUCTS PRICES
AND INDUSTRIAL WAGES
(1913=100)
FARM PRODUCTS PRICES WHOLESALE
INDUSTRIAL WAGES
300
250
200
150
100
50
1900
1905
1910
1915
1920
1925
1930
1935
1940

APPENDIX VII

STATISTICS

THE VETERANS' ASSISTANCE COMMISSION

SUMMARY OF TOTAL REGISTRATION

LEGEND:—
Class 1—Fit;
Class 2—Partially Fit;
Class 3—Unfit.

	B.C.			Alta.			Sask.			Man.			Ont.			Que.			N.B.			N.S.			P.E.I.			Totals			Grand Total All Classes
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	
Service in Canada only—																															
Pensioners	2	12	11	1	3	4	4	4	2	3	7	7	21	40	18	7	11	6	3	6	4	12	28	12	1	..	1	54	111	65	230
Non-Pensioners	135	65	82	97	31	21	64	58	42	52	49	20	452	188	111	359	73	40	88	45	16	206	116	36	16	6	1	1,469	631	369	2,469
Service in Canada and England—																															
Pensioners	12	50	56	11	19	11	2	20	13	1	31	8	69	111	57	25	17	14	3	12	10	8	29	4	1	1	..	132	290	173	595
Non-Pensioners	296	137	164	217	57	50	127	77	51	97	75	40	819	366	225	699	101	51	161	43	23	129	46	18	9	7	3	2,554	909	625	4,088
Service in France—																															
Pensioners	140	663	450	168	241	100	76	281	88	64	419	121	778	1,433	430	425	312	120	62	197	47	63	254	52	15	23	3	1,791	3,823	1,411	7,025
Non-Pensioners	1,753	712	502	1,167	418	134	676	482	105	630	509	93	4,927	1,859	487	2,752	416	198	501	228	46	488	230	46	80	30	21	2,974	4,884	1,613	19,471
Receiving W.V.A.	....	....	89	....	....	55	....	....	29	....	....	53	....	....	123	....	....	46	....	....	10	....	....	27	....	....	2	....	....	434	434
Totals	2,338	1,639	1,354	1,661	769	375	949	922	330	847	1,090	342	7,066	3,997	1,451	4,267	930	475	818	531	156	906	703	195	122	67	12	18,974	10,648	4,690	34,312
Pensions exceeding W.V.A.	4	72	188	19	44	47	5	48	25	3	70	49	42	235	158	10	55	78	7	28	13	9	43	28	1	7	3	100	602	589	1,291
Canadians—																															
Married	1,207	998	827	816	416	178	536	549	203	510	687	208	4,637	2,737	951	2,722	650	309	687	429	117	714	551	133	97	56	10	11,926	7,073	2,936	21,935
Single	548	398	380	409	229	157	192	227	89	137	251	98	962	747	322	1,100	215	149	102	81	30	154	131	60	21	9	2	3,625	2,288	1,287	7,200
Totals	1,755	1,396	1,207	1,225	645	335	728	776	292	647	938	306	5,599	3,484	1,273	3,822	865	458	789	510	147	868	682	193	118	65	12	15,551	9,361	4,223	29,135
Imperials—																															
Married	375	168	94	271	80	28	160	102	27	126	101	21	1,257	422	133	336	45	10	26	17	7	36	19	2	4	2	...	2,591	956	322	3,869
Single	208	75	53	165	44	12	61	44	11	74	51	15	210	91	45	109	20	7	3	4	2	2	2	....	....	....	....	832	331	145	1,308
Totals	583	243	147	436	124	40	221	146	38	200	152	36	1,467	513	178	445	65	17	29	21	9	38	21	2	4	2	...	3,423	1,2 87	467	5,177
Imperials—																															
10 years and under	125	42	18	130	33	12	68	45	8	62	35	5	373	93	29	116	8	4	10	4	2	11	3	...	3	..	...	898	263	78	1,239
10 years to 20 years	380	151	79	264	73	17	136	80	17	115	88	19	1,021	366	124	269	29	8	14	12	6	20	11	..	1	2	..	2,220	812	270	3,302
20 years and over	78	50	50	42	18	11	17	21	13	23	29	12	73	54	25	60	28	5	5	5	1	7	7	2	....	..	....	305	212	119	636
Totals	583	243	147	436	124	40	221	146	38	200	152	36	1,467	513	178	445	65	17	29	21	9	38	21	2	4	2	..	3,423	1,287	467	5,177

43853—11½

MEMORANDUM showing age groups of fit, partially fit and unfit. This covers all those who have served in a theatre of actual war and who do not draw any pension or war veterans' allowance. No Imperials other than those who have resided in Canada twenty years or over are included.

THE VETERANS' ASSISTANCE COMMISSION

LEGEND: Class 1—Fit; Class 2—Partially Fit; Class 3—Unfit.

Ages	B.C.			Alta.			Sask.			Man.			Ont.			Que.			N.B.			N.S.			P.E.I.			Total	Total	Total	Grand Total
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	
33				1						1						1						3						6			6
34	2			1						4			12	1		2	1		1			1						23	2		25
35	6	1		4			2			2	1	1	32	3		17		1	4			3	2		3			73	7	2	82
36	33	4		15	3	1	10	1		8	4		115	14	4	38	4	1	11	5		14	6	2	4			248	41	8	297
37	54	3		33	3		28	7		28	8		189	32	8	87	12	2	23	6	3	24	9		3	1		469	81	13	563
38	60	8	2	40	18		37	14	2	29	18	2	251	46	8	150	20	3	40	12	3	51	16	5	17			675	152	25	852
39	87	11	4	56	10	2	42	18	1	42	8	1	331	76	3	203	15	9	47	17	1	50	17	1	8	1	1	866	173	23	1,062
40	52	14	1	54	10	1	37	19	2	32	23	2	327	74	15	214	21	5	46	17	2	54	19	4	6	2		852	199	32	1,083
41	58	18	3	45	11	1	35	13	1	29	20		244	58	5	178	16	7	49	14	5	33	9		5	3		676	162	22	860
42	99	23	3	71	13	2	37	23	4	44	27	4	287	65	9	177	15	9	33	24	5	27	20	1	7	1		782	211	37	1,030
43	65	16	4	52	11	1	35	26	2	43	17	1	254	58	15	149	15	8	22	12	1	28	14	1	5	2		653	171	33	857
44	55	22	2	53	21	1	27	24	2	31	24		229	54	9	114	15	1	23	11		29	4	2	2	5		563	180	17	760
45	73	21	4	50	8	3	27	16	2	29	25	2	191	66	5	120	17	4	23	8		14	7		2	1		529	169	20	718
46	70	29	2	23	20	1	25	16	3	20	21	1	164	46	11	113	12	8	20	8	1	13	12	3	2			450	164	30	644
47	72	20	7	35	18	4	24	15	4	16	19	4	172	66	12	107	19	10	12	9		19	4	4		1		457	171	45	673
48	87	28	7	40	13		24	22	2	16	30	1	160	79	13	103	13	5	11	9	3	20	11	2	3			464	205	33	702
49	65	24	9	29	10	3	21	22		15	16	2	109	67	6	95	16	2	10	10		8	8	1	1	2		353	175	25	553
50	54	48	8	33	27	1	17	23	2	17	29	3	132	76	12	82	21	8	17	6	3	11	9		2	1		365	240	37	642
51	45	40	9	33	25	2	13	17	2	7	15	5	103	66	6	61	14	2	7	4	2	9	6		2			280	187	28	495
52	52	44	10	32	20	6	12	22	2	19	22	3	98	75	18	78	14	6	13	2	1	7	11	2		1		311	211	48	570
53	41	56	8	38	12	7	8	14	3	8	12	2	91	63	17	45	18	8	5	4	1	5	4	2	3	4		244	187	48	479
54	27	50	16	21	12	3	8	11	3	6	20	1	72	67	14	44	19	1	5	6		6	8	1				189	193	39	421
55	8	18	61	25	22	5	5	16	7	3	16	5	71	56	18	45	6	6	6	7		1	8	2	1			165	149	104	418
56	13	21	60	16	16	7	8	11	1	4	7	7	50	74	15	36	8	7	4	5		5	2					136	144	97	377
57	15	13	45	13	8	11	4	4	6	3	12	9	37	49	22	27	12	4	3	2	1	2		1		1		104	101	99	304
58	8	11	58	7	8	2	3	5	2	2	6	3	33	35	22	28	10	8	2	5		2	3					85	83	95	263
59	4	10	51	9	8	9	3	6	3	1	7	5	24	30	27	20	4	4		1	1		2	1				61	68	101	230
60		6	14	1	1	7	1		3	1	5	2	13	16	22	8	1	6		1	1		1	1				24	31	56	111
61	2	1	15	1	1	2					1		5	8	11	2		2	1					1		1		11	12	31	54
62		1	4	1		4			1	1		2		7	5	3	2	1	1	1			1	1	1			7	12	18	37
63			4		1	2			2		2	1	4	4	7	3								1				7	7	17	31
64		1		1		1			1			2	1	1	5	2		1				1						5	2	10	17
65		1	6	1	1				3				3	3	7	2		2			2			1				6	5	21	32
66		3	3	1		4			1			1	2	2	3		1						1				1	3	7	13	23
67		2		2		3							1		4			3					1	1				3	3	11	17
68		1	2		1				1				1		4			1			1							1	2	9	12
69		2	1		1																								3	1	4
70 and over			3			3			1					1	2						3								1	12	13
Totals	1,237	571	426	837	333	99	493	365	71	461	415	72	3,808	1,438	364	2,354	341	145	439	206	40	440	215	41	77	27	2	10,146	3,911	1,260	15,317

E. & O.E. OTTAWA, October 22nd, 1937.

Report showing age groups and marital status of fit, partially fit and unfit veterans. This covers the total registration with the Commission as of October 7th, 1937.

THE VETERANS' ASSISTANCE COMMISSION

CANADIANS ONLY

LEGEND: Class 1—Fit; Class 2—Partially Fit; Class 3—Unfit.

Province and Marital Status	Class	Age Groups 35-39	40-44	45-49	50-54	55-59	60-over	Total, Class 1	Total, Class 2	Total, Class 3	Grand Total
British Columbia—											
Married	1	269	362	321	198	51	6	1,207			
	2	73	213	259	285	122	46		998		
	3	36	73	89	118	307	204			827	
Single	1	89	160	153	116	26	4	548			
	2	23	51	71	167	49	37		398		
	3	4	7	21	50	168	130			380	4,358
Alberta—											
Married	1	162	291	163	135	55	10	816			
	2	52	94	76	103	60	31		416		
	3	7	12	18	30	43	68			178	
Single	1	62	112	96	85	48	6	409			
	2	18	34	41	69	54	13		229		
	3	1	11	12	22	38	73			157	2,205
Saskatchewan—											
Married	1	145	195	109	54	26	7	536			
	2	59	164	147	120	52	7		549		
	3	9	26	25	24	36	83			203	
Single	1	53	58	46	19	12	4	192			
	2	27	57	42	57	33	11		227		
	3	1	6	8	9	20	45			89	1,796
Manitoba—											
Married	1	128	207	111	54	9	1	510			
	2	75	187	163	174	66	22		687		
	3	11	26	34	26	56	55			208	
Single	1	44	41	28	16	7	1	137			
	2	20	51	69	54	45	12		251		
	3	3	14	7	14	24	36			98	1,891
Totals Forward		1,371	2,452	2,109	1,999	1,407	912	4,355	3,755	2,140	10,250

Ontario—											
Married	1	1,170	1,573	976	559	269	90	4,637	.....	.....	.....
	2	353	636	623	538	418	169	.....	2,737	.....	.....
	3	68	132	120	134	200	297	.....	.....	951	.....
Single	1	204	280	211	164	82	21	962	.....	.....	.....
	2	78	134	146	185	139	65	.....	747	.....	.....
	3	12	20	34	55	66	135	.....	.....	322	10,356
Quebec—											
Married	1	666	1,033	544	300	135	44	2,722	.....	.....	.....
	2	107	174	150	125	68	26	.....	650	.....	.....
	3	30	75	51	43	45	65	.....	.....	309	.....
Single	1	197	324	278	171	95	35	1,100	.....	.....	.....
	2	22	46	43	55	34	15	.....	215	.....	.....
	3	9	21	21	25	22	51	.....	.....	149	5,145
New Brunswick—											
Married	1	212	283	110	58	18	6	687	.....	.....	.....
	2	84	144	80	58	48	15	.....	429	.....	.....
	3	19	25	19	15	13	26	.....	.....	117	.....
Single	1	48	33	25	12	3	1	102	.....	.....	.....
	2	23	25	13	8	10	2	.....	81	.....	.....
	3	1	7	3	5	2	12	.....	.....	30	1,446
Nova Scotia—											
Married	1	204	270	130	70	25	15	714	.....	.....	.....
	2	103	156	121	81	57	33	.....	551	.....	.....
	3	18	33	18	13	11	40	.....	.....	133	.....
Single	1	51	50	26	15	10	2	154	.....	.....	.....
	2	20	35	24	23	15	14	.....	131	.....	.....
	3	2	6	11	5	13	23	.....	.....	60	1,743
Prince Edward Island—											
Married	1	37	37	12	8	1	2	97	.....	.....	.....
	2	9	29	7	7	2	2	.....	56	.....	.....
	3	.....	3	2	1	1	3	.....	.....	10	.....
Single	1	10	5	4	2	.....	.....	21	.....	.....	.....
	2	3	1	.....	2	1	2	.....	9	.....	.....
	3	.....	.....	.....	.....	.....	2	.....	.....	2	195
Grand Totals	.....	5,111	8,042	5,911	4,736	3,210	2,125	15,551	9,361	4,223	29,135

OTTAWA, Ont., Nov. 8th, 1937.

Report showing age groups and marital status of fit, partially fit and unfit veterans. This covers the total registration with the Commission as of October 7th, 1937 — *Concluded*

THE VETERANS' ASSISTANCE COMMISSION

IMPERIALS ONLY

LEGEND: Class 1—Fit; Class 2—Partially Fit; Class 3—Unfit.

Province and Marital Status	Class	Age Groups 35-39	40-44	45-49	50-54	55-59	60-over	Total, Class 1	Total, Class 2	Total, Class 3	Grand Total
British Columbia—											
Married	1	113	115	87	46	11	3	375	.....	.....	.....
	2	17	41	44	45	14	7	.....	168	.....	.....
	3	4	9	12	13	35	21	.....	.....	94	.....
Single	1	79	69	35	22	3	.....	208	.....	.....	.....
	2	11	17	17	24	4	2	.....	75	.....	.....
	3	2	2	2	5	28	14	.....	.....	53	973
Alberta—											
Married	1	77	93	40	35	21	5	271	.....	.....	.....
	2	8	23	12	20	13	4	.....	80	.....	.....
	3	4	3	3	5	3	10	.....	.....	28	.....
Single	1	43	64	30	15	12	1	165	.....	.....	.....
	2	5	10	14	6	5	4	.....	44	.....	.....
	3	1	.....	1	3	3	4	.....	.....	12	600
Saskatchewan—											
Married	1	44	60	37	13	4	2	160	.....	.....	.....
	2	16	26	18	24	13	5	.....	102	.....	.....
	3	.....	4	5	2	7	9	.....	.....	27	.....
Single	1	29	19	10	3	.....	.....	61	.....	.....	.....
	2	4	18	8	7	7	.....	.....	44	.....	.....
	3	.....	1	2	3	2	3	.....	.....	11	405
Manitoba—											
Married	1	37	51	25	11	2	.....	126	.....	.....	.....
	2	15	31	21	22	8	4	.....	101	.....	.....
	3	1	4	3	4	3	6	.....	.....	21	.....
Single	1	34	24	14	2	.....	.....	74	.....	.....	.....
	2	10	15	16	7	2	1	.....	51	.....	.....
	3	1	2	.....	2	7	3	.....	.....	15	388
Totals Forward	.....	555	701	456	339	207	108	1,440	665	261	2,366

Ontario—												
Married	1	372	410	279	127	56	13	1,257				
	2	54	80	87	112	65	24			422		
	3	17	16	13	25	21	41				133	
Single	1	65	70	35	22	15	3	210				
	2	18	19	21	20	10	3			91		
	3	1	2	4	5	6	27				45	2,158
Quebec—												
Married	1	99	111	65	41	9	11	336				
	2	4	11	9	8	9	4			45		
	3	3	1	1		2	3				10	
Single	1	29	38	16	17	7	2	109				
	2	2	6	4	3	2	3			20		
	3				1	2	4				7	527
New Brunswick—												
Married	1	7	9	4	5	1		26				
	2	4	1	2	2	6	2			17		
	3	1	1	1	1	1	2				7	
Single	1		1		1	1		3				
	2	2	1	1						4		
	3			1			1				2	59
Nova Scotia—												
Married	1	7	10	8	7	3	1	36				
	2	2	5	5	2	2	3			19		
	3			1			1				2	
Single	1		1		1			2				
	2	1			1					2		
	3											61
Prince Edward Island—												
Married	1	1	2	1				4				
	2		2							2		
	3											
Single	1											
	2											
	3											6
Grand Total		1,244	1,498	1,014	740	425	256	3,423	1,287	467	5,177	

OTTAWA, Ont., Nov. 8th, 1937

VETERANS' ASSISTANCE COMMISSION

Number of Applicants, by Province and Employment Desired

Employment Desired	Hollerith Code	Total	Yukon	Nova Scotia	Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Not stated	xxx	903	1	66	4	46	69	246	64	114	116	177
Abattoir hands	001	6						2		1	1	2
Accounts	002	157		3	1	2	39	43	11	8	8	42
Actors—legitimate	003	3					1					2
Advertising—agents	005	4						2	1			1
Advertising—artists	006	9					1	3			3	
Agents—manufacturers and importers, salesmen	008	443		22		9	53	170	32	41	41	2
Aeroplane assembler	009	3						3				75
Aeroplane engine maker	010	4						2				
Aeroplane mechanic	011	10					2	6		1		2
Aeroplane propeller maker	012	1						1				1
Aeroplane rigger	013	2						1				1
Architects	014	13		1			2	4	1			5
Asbestos workers	016	4					1	1	1			1
Assayer	017	1										1
Athletes—physical trainers and instructors	018	13					1	8		2	1	1
Auctioneers	019	2							1		1	
Auto assembler	020	20				2	2	16				
Auto battery maker	021	1						1				
Auto repairer (motor mechanic)	024	176		7		8	24	70	8	12	15	32
Auto magneto and ignition maker	025	1						1				
Auto cycle repairer	026	2						1		1		
Auto painter	027	5					1	4				
Aviators	028	5				1		1				3
Awnings, sailmakers and riggers	029	20		5		1	6	5		1	1	1
Auto salesmanship	030	5						2			1	2
Bakers	037	107		1		2	9	39	10	9	9	28
Bank accountants	039	7						1			2	4
Bank clerks	040	14		2		1	2	5			3	1
Bank messengers and commissionaires	041	69		3		1	6	33	2	7	4	13
Barbers and hairdressers	042	67		3		4	7	23	5	9	8	8
Basket makers	043	2						1				1
Blacksmith	046	131		6		7	21	39	12	8	12	26
Blasters and powder men	047	5						4		1		
Boilermakers	048	53		2		1	13	16	4	5	4	8
Bookkeepers, etc.	049	1,199		30	2	27	213	374	85	91	146	231
Boot and shoe makers—hand	050	53		6	1	1	16	16	2	1	5	5

Boot and shoe makers—machine	051	38		3		1	9	17	2	1	1	4
Boot and shoe repairers	052	42		4	1	1	6	19	1	2	3	5
Bottlers	053	2					1					1
Box makers—wood	054	6					3	2				1
Box makers—cardboard, etc.	055	1						1				
Brass moulders	056	6				1		4				
Bricklayers	057	130		1		1	23	76	7	3	8	11
Bricks and tiles	058	18				1	3	10	1		1	2
Bridge builders	059	25		2		2	2	6		1	4	8
Bridgemen and bridgetenders	060	78		2		3	31	20	1	2	8	11
Brokers	061	2						2				
Broom and brush makers	062	4						3			1	
Builders and contractors	063	82		2		2	10	28	9	4	8	19
Butcher	064	93		4	1		7	38	4	11	12	16
Butlers, footmen and valets	065	15					7	4		2		2
Button makers	066	1						1				
Candy and cake makers	071	7				1	1	4				1
Canners	072	6						3				3
Carpenters	073	1,050	58	12	61	141	363	69	60	98	188	
Carpet and rug makers	074	2						2				
Carriage and auto car upholsterers	075	3					1	2				
Carriage builder	076	8	1				1	4		2		
Carriage and auto body painter	077	4						2	2			
Caterer	078	4						2				
Cement maker	079	31	1				5	16	4		1	1
Chauffeur	080	1,093	44	5	30	221	437	58	46	85	167	
Chemical workers	081	6						4	1		2	3
Chemist	082	8	1			1	3	2	1		1	
Chiropractor	084	1										
Cigar and cigarette manufacturer	085	11	1			5	4				1	
Cleaners, dyers, pressers and ironers	086	41	1		1	11	22	1			1	1
Clergymen	087	2			1			1			1	4
Clerks	088	1,593	60	7	64	278	492	105	108	143	336	
Clothiers, dressmakers	089	6				1	4					1
Coachman	090	3				1	1			1		
Cold storage plants	091	8				2	5					1
Compressed air workers, etc.	092	5				1	2					2
Concrete worker, general reinforced	093	12				1	8			1		2
Construction and pile drivers	094	153	6	1	5	37	42	4	4	23	31	
Cooks	095	430	30	5	17	81	121	26	8	51	91	
Coopers	096	10	1		1	1	3			1	3	
Cordage and twine	097	1					1					
Cotton mill operatives	098	29	1			6	18	1	1		2	
Crane and steam shovel operatives	099	31	1	1	1	2	16	2		3	5	
Civil Servant, other than Post Office	103	153	4	1	10	24	54	9	7	11	33	
Dairy and cream hands	108	51	1		1	5	21	1	11	7	4	
Decorator and paperhanger	109	107			4	16	48	5	8	4	22	
Dentists and dental mechanics	110	17			2	3	6	2	1		3	
Department dancing, calisthenics, etc.	111	2					1		1			

VETERANS' ASSISTANCE COMMISSION

Number of Applicants, by Province and Employment Desired

Employment Desired	Hollerith Code	Total	Yukon	Nova Scotia	Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Designers	112	5					3					2
Distillers and brewers	113	11					1	7		1	1	1
Divers	114	5					1	3				1
Dock engineers	115	2		1								1
Doctors	116	7					2	3				2
Draughtsmen	117	53		2			15	14	3	1	5	13
Druggists—Licensed	118	14		1		1	1	5		2	2	2
Drug makers	119	2						1				1
Editors	125	2				1				1		
Electric armature winder	126	1					1					
Electric railway n.o.s.	127	4		1		1		1				1
Electric shop repairman	128	38		4		1	6	17	2	2	2	4
Electric mechanical engineers	129	10		1		1	2	4				2
Electrician	130	282		6	2	11	77	110	10	12	14	40
Employees n.o.s., railroad	131	66		3	2	9	17	12	6	2	8	7
Engineers n.o.s.	132	60		2		1	9	20	5	4	3	16
Engineers—aeronautical	133	3						2				1
Engineers—architectural	134	4						3				1
Engineers—automotive	135	15		1				3		1	3	7
Engineers—civil	137	39		1		2	4	13	1	2	4	12
Engineers—mining	138	5						1			2	2
Engineers—electrical	139	21		1		1	1	8	1		3	6
Engineers—heating and ventilating	140	25					4	8	3	1	2	7
Engineers—marine	141	28		5	2	4	3	4				10
Engineers—railroad	142	7				1		1	1			4
Engineers—stationary, steam, gas and oil	143	338		10		20	38	108	24	30	33	75
Engineers—mechanical	145	28	1	1			5	8	2	3	1	7
Engineers—sanitary	146	3						2		1		
Engineers—farm power	147	6								1	3	2
Engraver—stencil and die	148	6					2	4				
Executive and managers	149	54		2			10	10	2	7	6	17
Employees n.o.s.	150	27		3	1	1	1	8	3		6	4
Factory workers	156	371		12	3	13	51	257	6	7	10	12
Fancy goods	157	2		1				1				
Farmers	158	1,983		89	20	88	157	652	167	287	294	229
Firemen (fire brigade)	159	10			1		3	3	1		1	1
Fireman	160	264		28	6	10	45	82	21	25	19	28
Fish curers	161	6		2								4
Fish warden and fish hatchery hands	162	68		8	1	31	3	7	3	1		14

Fishermen	163	98		31	7	22	5	9	5		1	18
Foremen	164	197		11	1	8	50	53	5	11	21	37
Foundrymen	165	39		3		1	6	21		1	1	6
Foundry coremakers	166	10		2			1	6				1
Foundry moulder	167	40		2	1		9	22	1	2		3
Foundry pattern maker	168	5						2		1		2
Fur dressers and workers	169	5					2	3				
Furniture makers and upholsterers	170	57		2	1		10	28	2	2	6	6
Furniture repairers	171	6					1	4				1
Furniture polishers	172	15						12				3
Florists	173	20					2	11	3		2	2
Game wardens and fire rangers	179	349		16		93	39	88	21	34	32	26
Gas fitters	180	3						3				
Glass makers, n.o.s	182	6						5	1			
Glass bevellers	183	2						1	1			
Glass blowers	184	4						3				1
Glass—optical	185	1						1				
Glass polishers	186	4						2			1	1
Glaziers	187	8					1	6				1
Glove makers	188	3						2		1		
Gold and silversmith	189	1						1				
Grain elevator workers	190	45					4	3	8	13	9	8
Grooms—stableboys	191	35		1			7	11	4	4	6	2
Guides	192	5						1			3	1
Gunsmith	193	1										1
Gardener	194	448		11		10	35	213	28	35	38	78
Hallporter	199	31		1		1	10	16	1		1	1
Handymen—Light work	200	2,477		154	21	104	282	955	148	171	208	434
Harbour masters and officials	201	3		1		1	1					
Harness makers and saddlers	202	16				1	2	5		4	2	2
Hatters	203	5					1	3				1
Hosierymakers	204	2						2				
Heat, light and power company workers	205	3						3				
Heating and sanitary metal workers	206	1					1					
Hotel keepers	207	4				1		1			2	
Hotel clerks	208	50		1			10	9	5	5	9	11
Hotel waiters, stewards and bartenders	209	179		5		1	43	56	9	9	27	29
Hucksters and peddlars	210	1									1	
Hospital orderly	212	181		12		5	19	78	15	11	11	30
Inspector—meters, gas, water and electric	217	5						2	1		1	1
Inspector—food	218	31		1	2	1	8	10	1	1	2	5
Inspector—sanitary	219	12					2	4	1	1	1	3
Inspector—grain	220	12						1	1	4	2	4
Inspector—homestead	221	14					2	2	1	4	5	
Inspector—building	222	36					7	16	3	2	4	4
Inspector—officials (communication)	223	4				2		2				

VETERANS' ASSISTANCE COMMISSION

Number of Applicants, by Province and Employment Desired

Employment Desired	Hollerith Code	Total	Yukon	Nova Scotia	Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Inspector of metal manufacturers	224	12					6	5			1	
Inspector, n.o.s.	225	194		5	2	9	56	66	10	10	12	24
Instrument maker	226	2						1				1
Insurance, trust and loan company managers	227	9					2	3	1	1	1	1
Janitors, caretakers and elevator attendants	234	4,594	1	261	24	167	750	1,757	244	278	334	778
Jeweller	235	9				1	3	2		2	1	
Journalists and reporters	236	25					4	8	4	2	2	5
Labourers	246	3,932		354	23	301	714	1,429	143	178	273	517
Lathers	247	13					6	6		1		
Laundrymen	248	15		1			3	4	1	1	3	2
Law clerks	249	4					1	1				2
Leather bag and trunk makers, etc.	250	8						5	1	1	1	
Leather tanner	252	7					1	6				
Librarian	253	4					1	1		1	1	
Lighthousemen	254	100		34	1	29	11	16	3			6
Linemen	255	64		4		5	5	26	4	3	4	13
Literary and scientific writers and lecturers	256	3							1	1		1
Lithographers	257	6					1	3				2
Liquors and cordials—temperance	258	6						1		3		2
Locksmith	259	9					2	3			1	3
Longshoreman	260	57		7	2	7	3	4				34
Lumberman	261	174		7		23	24	48	6	11	15	40
Lawyers, barristers	262	9					1	3		1	2	2
Machinist	268	341		10		6	47	180	16	18	19	45
Manufacturers	269	2						1				1
Marble setters and polishers	270	9					5	4				
Masons	271	60		7		5	15	24		3	2	4
Masseurs	272	4						2			1	1
Mechanics	273	329		12	1	17	38	118	18	42	42	41
Merchants	274	34		1	1		6	7	1		6	12
Metal finishers (platers and polishers)	275	37		1			7	28				1
Metal workers, n.o.s.	276	49		5		4	5	24	1	3	3	4
Miller	277	9				1		4		1	3	
Millwright	279	30				2	9	11	2	1	2	3
Miners	280	234		30			6	59	7	14	50	68
Mosaic tile layers	281	5					2	3				

Movie theatre owners and employees, n.o.s.	282	18				3		7	1	2	2	3
Municipal and county government officials, n.o.s.	283	18					6	5	1		1	5
Munition workers	284	12					10	1	1			
Musical instrument makers (other than piano)	285	1						1				
Musicians	286	26					2	9	2		2	11
Messengers	287	83		5	1		17	35	5	4	4	12
Naturalists, botanists and taxidermists	293	2									1	1
Nurses and first aid	294	36		1		2	4	14	3	2	3	7
Oil refinery workers	300	11				1	3	4			1	2
Owner of cab, express or stage	301	2						1		1		
Painters	307	687		33	1	25	187	256	32	35	31	87
Paper manufacturers (not pulp mills)	308	17					7	7	1	1		1
Pathologists and bacteriologists	309	1		1								
Permanent way construction, railway, etc.	310	2						1		1		
Photographers (still)	311	18				1	1	7		3	1	5
Photographers (movie)	312	3		1				1			1	
Piano and organ case makers	314	1						1				
Piano tuners	315	4						2				2
Pipefitters	316	79		8		6	17	27	4	3	3	11
Plasterers	317	116		1	1		20	55	3	12	10	14
Plumbers	318	144		3		6	43	56	3	6	12	15
Police, R.N.W.M.	319	10		1		1	2	2			2	2
Policemen and detectives	320	186		6		14	44	69	11	14	9	19
Poolroom keepers, etc.	321	4						2				2
Post Office employees—inside	322	184		11		5	51	41	17	17	12	30
Post Office employees—outside	323	266		9	1	9	59	120	18	13	9	28
Pottery and china makers	324	5		1				3	1			
Printers	325	77		2	2	2	15	33	10	4	2	7
Printers, bookbinders	326	7					2	5				
Printers, compositor	327	15					5	9	1			
Printers, linotype or monotype	329	14					2	9	2		1	
Printers, photo engravers	330	2					1	1				
Printers, pressman and feeder	331	39		1			4	21	4	1	1	7
Professional jockeys	332	1						1				
Professors (college and university)	333	2		1							1	
Prospectors	334	27					1	6	1	2	3	14
Publishers and news agents	335	6					1	4				1
Pulp mills workers	336	24		2	1	3	6	6	2			4
Preventative officer	337	14		2		2	1	4			1	4
Poultry farmer	338	230		10	1	4	9	102	14	11	27	52
Quarrymen	343	15		1	1		4	3	1	1	2	2
Quartz, gold, silver and copper mining	344	13								2	4	7
Quartermaster	345	1									1	
Radiographers	350	16		1	1	1		8	1			4
Railway agents and officials	351	14		1		1	3	6	2			1

VETERANS' ASSISTANCE COMMISSION

Number of Applicants, by Province and Employment Desired

Employment Desired	Hollerith Code	Total	Yukon	Nova Scotia	Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Railway conductors	352	5					2		1	1		1
Railway engine drivers	353	7		1		1	2	2	1			
Railway firemen	354	49		1		2	9	19	4	1	5	8
Railway crews, brakesmen, etc.	355	58		4	1	4	6	19	4	7	4	9
Railway porters, freight handlers, etc.	356	53		8		6	10	14	6	3	4	2
Railway roundhouse employees	357	41		1		8	6	13	3	5	2	3
Railway section hands	358	90		10		12	10	23	12	8	7	8
Railway yard and switchman	359	24				3	2	9	1	2	5	2
Railway machinists and mechanics, n.o.s.	360	41				5	6	17	6	3	2	2
Railway inspector	361	6							1	2		3
Railway and dock police	362	4		1		1		1				1
Real estate agents	363	6						2	1	1	2	
Religious and social service workers	364	3						1		1		1
Restaurant, cafe and eating house keepers and owners, etc.	365	3					2	1				
Riveters, driller and holders on, etc.	366	16					2	13			1	
Roads (highway workers)	367	238		23	1	12	11	95	11	12	21	52
Roofers, build-up composition, etc.	368	12					5	5				2
Roofers, metal and slate	369	3					2	1				
Rubber workers	370	8						6	2			
Rubber workers, tire makers and vulcanizers	371	8					1	4	1	1		1
Railway mail clerk	372	6				2		1	2			1
Sailors, Merchant Marine	378	53		13	2	8	7	4	2	2	1	14
Sculptors	380	3						1			1	1
Sewerage works employees	381	4						3				1
Sheetmetal workers—general	383	31		1			7	15	1	1	2	2
Sheetmetal workers—tinsmith	384	31					7	12	2	1	5	4
Shipbuilders, steel	385	18		3				7			1	7
Shipwrights, wooden	386	8		1	1			1				5
Show card writers	388	13		1			3	6	2		1	
Singers	389	2						1			1	
Sign writers	390	38				1	5	19	1		3	9
Smelter—executive and foreman	391	1										1
Smelter hands	392	2						1				1
Soap makers	393	1						1				
Steamfitters	394	80		6			25	30	5	3	2	9
Steamship agents and officials	395	6		1			3			1		1
Steamship captains and ship masters	396	19		5	1	1	4	1				7

Steamship engineers	397	4		2			1				1
Steamship stokers (marine firemen)	398	32		1	2		9	6	1	1	12
Steamship seamen	399	57		11	2	4	10	5	2		23
Steamship stevedores	400	4		2		1	1				
Steelworkers (iron) erectors and firemen, etc.	401	76		10		4	16	22	3	4	9	8
Stewards, dining car attendants, ship, etc.	402	56		8			10	20			3	15
Stock farming, n.o.s.	403	25				1	1	2	1	8	4	8
Streetcar conductors	405	6					1	3	1			1
Streetcar motorman	406	19				1	1	9	2	2	1	3
Streetcar inspectors	407	1						1				
Streetcar cleaners and repairers	408	3					1	1				1
Students (college)	409	1						1				
Sugar refiners	411	1						1				
Surface staff	412	7		1				2			2	2
Surveyors	413	53		4		1	5	15	2	3	11	12
Switchboard operator	414	4					1	2				1
Shippers, rackers, warehousemen	415	344		9		9	56	150	23	20	36	41
Saw-filer	416	14				3	1	4			1	5
Secretary	417	25				1	6	4	3	1	1	9
Soldier or Sailor, enlisted—professional	418	2							2			
Tailors—factory	423	18		1		1	4	9			1	2
Tailors—custom	424	41		3		1	5	17	5	1	2	7
Tea, coffee and cocoa blenders	425	2						1	1			
Teachers	426	36		1		3	2	10	2	3	3	12
Teamsters and drivers	427	216		21	2	6	43	65	19	11	21	28
Telegrapher	428	42		3			7	15	1	3	6	4
Telephone worker	429	43				2	5	9	7	9	4	7
Theatre owners and employees, n.o.s.	430	10						3	2	1	2	2
Timekeepers	431	313		12		13	72	98	14	12	28	64
Tobacco manufacturers	432	5			1		1	2	1			
Tobacco planters	433	1						1				
Trappers and traders	434	13					1	3		5	1	3
Travellers (commercial)	435	39		3	1	1	4	18	4	4	3	1
Undertakers	441	13		3			1	2	1		3	3
Underground staff	442	1		1								
Veterinary surgeons	448	4					1	1			2	
Wardens	453	35				5	3	11	3	3	4	6
Watch and clock makers	454	7				1		3	1		1	1
Watch and clock repairers	455	3				1		1				1
Waterworks foremen, etc.	456	2						1			1	
Welder, oxy-acetylene, etc.	457	55		1		1	8	30	4		5	6
Well drillers	458	6					1	3	1		1	
Window dressers	457	2					2					
Wireless operator	460	15		2			4	3			1	5
Woodmen—sawyer	461	68		2		7	10	18	6	2	4	19
Woollen mill operatives	462	28		2				22	2			2
Weightmaster	463	12		2			5	3			1	1
Grand Total		32,907	3	1,851	191	1,568	5,158	11,897	1,870	2,162	2,837	5,370